

the San Francisco POLICEMAN

OFFICIAL PUBLICATION OF THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION

To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members



Member of COPS - California Organization of Police & Sheriffs

VOLUME 17

SAN FRANCISCO, JANUARY 1985

NUMBER 1

DUE PROCESS IN JEOPARDY AT OCC

by Paul Chignell
President

The Office of Citizen Complaints has had a rocky start since being created by the Charter amendment and the controversy may continue for some time.

Recently OCC Director Frank Schober, Jr. agreed with the POA to hold all pending hearings in abeyance until new procedural rules for the OCC are approved by the Police Commission.

The San Francisco Police Officers' Association is willing to cooperate with Director Schober and the Police Commission to make OCC work, but only if basic due process rights of police officers are incorporated in the rules that the Police Commission is now considering.

Under revised rules put forth by Mr. Schober, The Public Safety Peace Officers Bill of Rights Act are excluded from the rules and the City Attorney has been asked to comment on the POA demand that those safeguards be part of the official rules.

The POA position has been consistent: that hearings conducted by OCC upon demand of a citizen and/or officer be done in a fair, equitable manner and that the officer have a right to due process similar to other administrative hearings.

Attorneys Stephen Bley and John Prentice of the POA are on strong legal ground that these hearings must involve due process considerations and that absent such considerations a court fight with the City & County of San Francisco will ensue.

The appearance of Mr. Schober on the scene has been a breath of fresh air in that he is open, accessible, and willing to meet with the leadership of the POA on any issue. But continued cooperation between the rank & file police officers of our City and Mr. Schober's operation mandate an agreement that police officers and their representatives be treated fairly under the provisions of existing law.

The next meeting with the Police Commission on revised procedural rules for the Office of Citizen Complaints takes place on Thursday, January 17, 1985.

OVERTIME AND PAYROLL CONVERSION UP-DATE

by Bob Barry Co. A

We're not out of the woods yet with the overtime delays, but it's getting close.

All back overtime rolls have now been submitted to the Controller for payment and payroll is now in the process of calculating retro premium pay for the Honda Unit. The premium pay took effect by law on December 10, 1984.

When we began pressing the department in November about the delays, Captain Casey, the new head of Planning and Research recognized the problems and began making changes.

More staff have been hired and new payroll procedures are being drafted to facilitate timely payment.

Chief Murphy reacted as well and directed his staff to "do whatever it takes to correct the problem." The immediate result is that the delayed checks are being distributed, but the long term "overhaul" of the payroll division is still going to take time to implement. In the interim though, the department should be fully back on line and in compliance with the fourteen day overtime Ordinance by the middle of February.

The next task is to develop a standard payroll procedure for every unit in the department as well as for

outside entities such as the Movie companies, 49er's, Giants and General Hospital. Once this step is accomplished, either by General Order or by Ordinance if necessary, then the delays will be a thing of the past.

We are moving with all deliberate speed on this project and will see it to its conclusion.

PAYROLL CONVERSION PROGRAM

The City has met with us and other groups such as Local 400, Firefighters, Sheriff's and Professional and Technical Engineers on six occasions, but the City has failed to agree to any alternative other than their original eleven day conversion delay.

We are going back into superior Court this month and stress to Judge Wonder that the City negotiator has not exercised "good faith" meet and confer sessions and that further "meaningful" negotiations should be ordered. We have made several counter offers to the City but thus far no substantial progress has been made. All attempts to resolve this issue outside of the court process are being pursued. The following declaration is

continued on page 16

YOUR POLICE OFFICER DEDUCTIONS

by Mike Hebel
Welfare Officer
Attorney At Law

The Internal Revenue Code provides that all income must be reported to the Internal Revenue Service. It does not compel or command taxpayers to report all their deductions in ascertaining the tax that is due to the United States Government. Police officers, due to the nature of their work, are entitled to particular deductions which are incurred necessarily in the course of their employment. Additionally, police officers who are members of this Association are entitled to other deductions which they should not overlook.

UNION DUES

Section 62 of the Internal Revenue Code provides that an employee may deduct from adjusted gross income when determining taxable income, labor union dues and initiation fees and out of work benefit assessments. Labor union assessments for sickness, accident and death benefits are not deductible as business expenses. Last year (1984) all members of this Association paid \$310.74 as Union/Association dues. These are properly deductible on Schedule A under miscellaneous deductions.

CHARITABLE CONTRIBUTIONS

Section 170 (c) of the Internal Revenue Code provides that contributions made to a foundation, fund, committee, trust or corporation which is organized and operated exclusively for religious, charitable, scientific, literary, or educational purposes are properly deductible from gross income. In 1984 members of the Association who contributed to the Community Services Committee of the Association paid an annual fee of \$12.00. This is properly deductible since the Committee is organized and operated exclusively for charitable purposes.

MISCELLANEOUS DEDUCTIONS

Section 62 of the Internal Revenue Code and Regulations 1.162-1 provide that an employee, in the case of a police officer, may deduct certain expenditures if they are ordinary and necessary expenses paid or incurred during the taxable year in carrying on a trade, business, or profession. To be deductible, the police officer's expenses must be ordinary and necessary in carrying on his employment in law enforcement. The determination of what is ordinary and what is necessary is based on a factual examination of the particular expense. Expenses are ordinary if it can be expected to arise with some degree of consistency in the particular business or profession; an expenditure is necessary if it is appropriate and helpful to the development or conduct of a trade, business, or profession.

Certain expenditures by police officers would qualify for deductions in that: (1) They are incurred in the law enforcement profession of the officer; (2) The expenditure is not for long term items; and (3) The expense is ordinary and necessary to the law enforcement business.

The following types of expenditures would be considered as ordinary and necessary for the law enforcement profession. If they were made by a police officer in 1984 they are lawfully deductible as miscellaneous deductions on Schedule A. The sample expenditures would include, but not be limited to: baton, briefcase, bulletproof vest, clip board, flashlight and batteries, gloves, gun reloaders, ammunition, handcuffs, helmet, holsters, handcuff case, baton ring, ammo pouch, ear protectors, maps, ties, notebooks, penal codes, police codes, pencils, pens, safety glasses, tape recorders, uniforms, thermal underwear, laundering fees, whistles, and any necessary repairs or alterations to the above mentioned items.

PROMOTIONAL EXAM DEDUCTIONS

It should be noted that ordinary and necessary expenses made in preparation for promotional examinations are also deductible under Section 62 of the Internal Revenue Code; this would include textbooks, study guides, courses, notebooks, and other related items.

If you have made such an expenditure in 1984, you should properly deduct it, since it is lawful to do so. If, per chance, you should fail to make such deductions, and the expenditures are more than minimal, you should consider filing an amended form 1040X in order to properly include this in your 1984 return. However, proper planning should result in your including all these items in your 1984 return. It is important that you

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WIDOWS & ORPHANS

The regular monthly meeting of The Widows and Orphans Aid Association was called to order by Pres. M. Lennon, Wednesday December 19, 1984 at 2:05 P.M. in the Traffic Bureau Assembly Room, Hall of Justice.

All Officers present. George Butler a member for over 50 years was present with other newer members.

Minutes were approved as presented to the membership.

The following donations were received and acknowledged by the Secretary: MRS. IDA EDWARDS — a loyal supporter who thinks Richmond Station does a fine job; MRS. JAMES A. MURRAY — in memory of her husband, Lieutenant James A. Murray and Her son, Patrolman Lloyd Enmark.

Regular bills, salaries, beneficiary payments were presented by Treas. Parenti and approved by the members.

Treas. Parenti reported the following deaths:

CORNELIUS P. MURPHY — Born in County Cork, Ireland in 1899, and after working as a pipe fitter, he became a member of The Department in 1928 at age 29. He worked at Northern and Richmond Stations for a period of nine years, was appointed a Sergeant in 1937 and was transferred to Co K, motorcycles, where he served for 8 years. Appointed a Lieutenant in 1945 he was at the City Prison, until 1949 when he became a Captain and was sent back to Co K. in charge of 3 wheelers and motorcycles. In 1950, Con became Captain of Inspectors holding this position until he was made Supervising Captain in 1955, remaining there until his retirement for service in 1964 at age 65. The Captain was 85 at the time of his death.

ELBERT RYAN — Born in Los Angeles in 1907, Elbert became a policeman in 1928 at age 21. After a short stay in The Deputy Chief's Office he was transferred to Co L (Western Addition Station at O'Farrell & Divisadero). He was assigned to the Bureau of Inspectors in 31, appointed Assistant Inspector in 1937. He was granted Military Leave from 1941 to 1945, serving in the Shore Patrol. Returning to The Bureau, Elbert was appointed a full Inspector in 1946, assigned to Check Detail and finishing his time there. He retired for service in 1958 at age 51. Elbert was 77 when he passed away.

NEW BUSINESS: The President instructed The Secretary to cast a single ballot for the nominated Officers as there was no contest for any Office. This means the following are elected as your Officers for the year 1985** **PRESIDENT — MICHAEL KEMMITT, VICE PRESIDENT — MARK HURLEY, SECRETARY — ROBERT McKEE, TRUSTEES — GEORGE JEFFERY, ROBERT KURPINSKY and FRED PARDELLA.**

REPORT OF TRUSTEES — The Trustees approved

the Sale and Purchase of certain stocks recommended by Miss. Minuth, Hibernia Bank which increased the income by \$1,580.00. The net gain to date is \$45,000. This is one of the reasons that the membership voted to increase the death benefit from \$8,000. to \$8,500.

GOOD OF THE ASSOCIATION: MEMBERS ARE ADVISED THE NEXT REGULAR MEETING WILL BE WEDNESDAY, JANUARY 16, 1985 at 2:00 P.M. in the Traffic Bureau Assembly Room, Hall of Justice. The newly elected Officers will be installed.

ADJOURNMENT: There being no further business to come before the membership, the meeting was adjourned at 2:40 P.M. in memory of the above departed Brothers.

Fraternally,
Bob McKee, Secretary

TO ALL RETIRED MEMBERS: YOU SHOULD HAVE RECEIVED YOUR NOTICE OF 1985 DUES FROM THE HIBERNIA BANK. IF NOT CONTACT BILL PARENTI — 681-6133 OR BOB McKEE 587-4570.



POLICE POST #456 NEWS

This column is respectfully dedicated to past commander Don Carlson who passed away the first week in January of 1985. San Francisco Police Post 456 notes with deep sorrow, the passing of one of our Post stalwarts. Don Carlson was one of our PAST COMMANDERS, served for many years as POST ADJUTANT, was a well LIKED MEMBER, and served on many DEPARTMENT COMMISSIONS for which he received several NATIONAL call backs. His entire family was American Legion oriented. To his wife Barbara, herself a very active AUXILIARY official, and his entire family, Police Post 456 tenders our deepest condolences.

Well, the New Year is upon us and we hope that all your Christmas wishes came true and that most of your New Year's resolutions are still relatively intact. I found out one thing for myself. It isn't the minutes at the table that make you fat; it's the seconds. In a way, I'm glad that the holidays are all over. Now, we can re-dedicate ourselves to helping others less fortunate than ourselves. Did you know that by the year 2000, nine million veterans will be 65 or older, and cost the VA \$20 billion dollars. As far as I'm concerned, it's our responsibility and we owe it to the veteran who gave of his time and effort to serve his country in time of need. Like I read in the American Legion magazine, "Sure our system has imperfections, but I'd rather be at the mercy of the paper shufflers in Washington than the people shufflers in Moscow."

If you haven't paid your American Legion dues yet, won't you please take the time to do so? We need your help. Police Post 456 is always at the top of the list when it comes to members paying their annual dues and getting involved. Another fact that I read about, the kids who are eating you out of house and home are never there. Ask anyone who is raising a family, or has already done so.

Till next issue keep smiling, and may God hold you close in the palm of His hand.

Your Scribe,
John A. Russell

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- Address letters to the Editor's Mail Box, 510 - 7th St., San Francisco, CA 94103
- Letters must be accompanied by the writer's true name and address. The name, but not the street address will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- Please keep letters and/or articles brief and legible.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be limited to two pages, typed, double-spaced.

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Cornelius P. Murphy

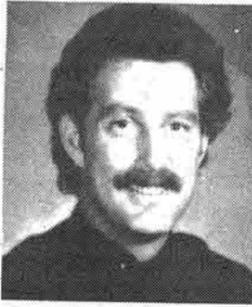
By Leslie Guevarra
Examiner staff writer

Retired San Francisco police Capt. Cornelius Patrick Murphy, father of the force's current chief and its captain of intelligence, died yesterday from complications of a stroke at El Camino Hospital in Mountain View.

The patriarch of a staunch law-and-order clan,

Treasurer's Column

by Duane Collins



MONEY

At the December 18th Board of Directors meeting, the 1985 Budget was approved.

1984 was a difficult year. We had to endure hot dogs at our picnic, but we passed two charter amendments: NIGHT DIFFERENTIAL and HONDA HAZARD PAY

Last year the Budget was changed by the Board of Directors in many areas. These changes caused wide fluctuations in the cash flow, and many sleepless nights for your Treasurer.

This year my Budget was passed without any changes, we'll do better than hot dogs this year!

CASH DISBURSEMENT ACCOUNTS

	Budgeted 1985
701	Accounting 10,000
703	Annual Election 2,000
705	Awards & Donations 300
707	Bank Charges —
709	Board of Directors 1,000
723	Dues Collection 3,000
725	Equipment Purchase 12,500
728	Equipment Rental 900
730	President Expense Account 4,800
740	General Membership Meetings 1,000
744	Insurance & Bonding 5,000
753	Janitorial 2,500
761	Equipment Maintenance 5,000
771	Mailing 6,000
772	Public Relations 5,000
772A	Picnic 10,000
773	Rent 14,000
776	Salaries (Office) 54,000
777	Salaries (Executive) 47,400
779	Special Elections —
781	Supplies (Office) 5,000
782	Supplies (Admin.) 1,000
782A	Expenses (Admin) 2,500
783	Tax (Income) 2,000
784	Tax (Personal Property) —
785	Tax (Federal Payroll) 40,000
786	Tax (Federal Penalties) —
787	Tax (State Payroll) 5,500
789	Tax (Franchise) —
790	Tax (Unemployment) 300
792	Utilities 13,000
794	Building Maintenance 4,000
795	Employee Benefits 6,000
796	Presidential Ret. 2,000
805	Blood Bank 600
810	Board of Supervisors 2,000
815	Civil Service 300
825	Grievance 300
830	Health Service & Retirement 20,100
835	Insurance 4,000
839	Labor Council —
840	I.U.P.A. —
842	Installation Dinner —
845	Legislative 5,000
850	Labor Relations 1,500
850A	Civilian Review (OCC) —
855	Political Contribution 5,000
858	Legal Services —
860	Screening-[\$80,000/Retired] 125,000
860A	Screening Retailer 24,000
863	Publications 5,000
867	Uniform & Safety 200
870	C.O.P.S. 20,000
872A	Life Insurance 15,000
875	Federal Litigation 70,000
880	Stress Program 2,000
883	Overtime —
885	Variety Show —
895	Sports 20,000
896	Youth Program 15,000
	INCOME \$600,848

whose combined service with the San Francisco Police Department exceeds more than 100 years, was 85. The Board of Supervisors adjourned its meeting in his memory yesterday afternoon.

A native of County Cork, Ireland, Capt. Murphy immigrated to San Francisco in 1922. He wed Nora Elizabeth Smith of County Galway, Ireland, here in 1924.

He joined the police force in October 1928 at the height of the jazz age and retired in July 1964 in the midst of the civil rights movement.

Capt. Murphy served in eight police units, and under as many police chiefs, before he stepped down as chief of inspectors 20 years ago. He worked in Northern Station, Richmond Station, traffic bureau, City Prison, motorcycle detail, police headquarters as night supervising captain, head of vice (then known as the special services bureau) and finally as chief of the inspectors bureau.

He reared his children — his son Dan, now the intelligence captain, his namesake son who is the chief and a daughter, Mary — much the same way he "brought up" scores of cops who served him during his 36 years on the force, said Jack Cleary, who recently retired as the district attorney's chief investigator.

"He was very family-oriented and he treated everybody who worked for him like a member of his family," said Cleary, who began his 28-year law enforcement career in the Police Department. Cleary spent several years under Murphy's command in vice and in the inspectors bureau.

"He knocked you if you were wrong, but if you were right he'd back you 100 percent," Cleary recalled. "He was a very fine man and an outstanding officer."

"With him, his men were No. 1, and you always knew he was the boss. He was tough and firm, but fair-minded."

Former Police Chief Thomas Cahill, the last chief Capt. Murphy served, recalled that his former head of inspectors "always called them as he saw him," an attribute that at times landed him amid controversy.

The stormiest and most successful years of his career came during his tenure in vice. Then-Chief Frank Ahern named Capt. Murphy head of that unit in 1956 and put him in command of a crackdown on gambling. The operation was spurred by the department's failure to discover a giant bookmaking racket busted earlier in the year by the Internal Revenue Service.

For 15 months, Murphy brought public games of rummy, whist, poker and bridge for money to a halt. He drew heated criticism for his closure of card parlors, in particular the San Francisco Bridge Club, which catered to socialites who played rubbers of bridge for 1/10th of a cent per point.

"I don't care how long these games have been tolerated here, even if they are a tradition in San Francisco," Capt. Murphy said in response to a card club owner's complaints.

He also was a key figure in Ahern's joint project with federal agents to bust a \$2,000-a-day bookie operation in the Mission by raiding and closing its five offices in 1957.

But that did not prevent Ahern from investigating him and several other officers for failing to stop the racket sooner. Capt. Murphy was soon cleared, however, and his success as vice commander led to his promotion to chief of inspectors in September 1962.

"One always encountered trouble in police special services," Cahill noted with humor, "but he always came out on top. He was very sincere, very dedicated and a very serious man in the line of business. He always performed to a high degree of excellence."

When he retired, Capt. Murphy left an inspectors bureau that formed the basis for today's details. He had overhauled the investigations teams and revived the homicide squad, which his predecessor had disbanded.

The last decade of his tenure was considered his prime. One reporter described the acerbic administrator as "rugged and raw-boned" taskmaster who "would look right at home in a group of Humboldt County loggers."

But his health declined in recent years and he suffered a stroke, Capt. Dan Murphy said. After the death of his wife, he moved in with his daughter in Sunnyvale and was hospitalized just before Thanksgiving, having suffered another stroke.

In addition to his three children, his survivors include 13 grandchildren and two great-grandchildren.

Funeral services are pending with the Reilly Co. Police Chief Cornelius P. Murphy said rosary and Mass will be held later this week. The wake and interment at Holy Cross Cemetery will be private.

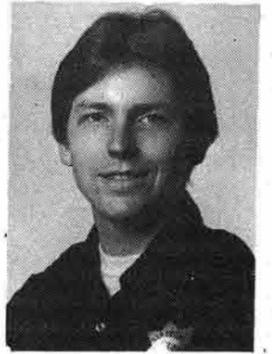
(Reprinted San Francisco Examiner
December 4, 1984)

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Secretary's Column

by Gerry Schmidt



P.O.A. Sponsors Holiday Gift Program to Support the Needy

This year the P.O.A. formally initiated what I personally hope will become an annual event during the holiday season; a holiday gift program for the needy.

With the support of my fellow executive board members I purchased a substantial quantity of Ronald McDonald digital watches to be used in the program. Next, with permission from the Chief of Police we began seeking volunteers from throughout the department to help distribute the watches. Needless to say the response was overwhelming.

In addition, as a result of a city-wide press release announcing the program, several articles and news spots made mention of the program.

Everybody benefitted by the program. Certainly the positive media coverage helped the P.O.A. The children receiving the gifts definitely had smiles put on their faces and nice feelings about police officers placed in their hearts.

In addition, we were very fortunate this year to have a portion of the purchase price of the watches go to support the Ronald McDonald House which provides warmth and shelter for the families and loved ones of children undergoing extensive medical care.

With a little bit of preparation and planning next year's program promises to be very exciting and equally as successful.



Officers Dave Kranci and Mike Kelly from Park Station help spread a little holiday cheer to a very happy 2-year-old Nicky Carey and his mother as they walk their Haight Street beat.

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POA MEET AND CONFER SESSIONS

by Ron Parenti
Vice-President

On Thur. Jan. 3, 1985, POA President Paul Chignell along with myself, Sec. Jerry Schmidt, station representatives Bob Barry, Dan Linehan, Ed Garcia, Mike Dempsey, Don Woolard and POA attorneys Steven Bley and John Prentice met with all five Police Commissioners, Chief Murphy and Deputy Chief Mullin.

As required by law this meet and confer was held to discuss two topics. They were: 1. the changes in OCC rules and; 2. the Chiefs reorganization proposal. When the meeting got under way we were informed by the Commission that they were unprepared to proceed on the OCC matter, and asked for a continuance. This topic will be addressed later in the month. The question of reorganization was then discussed.

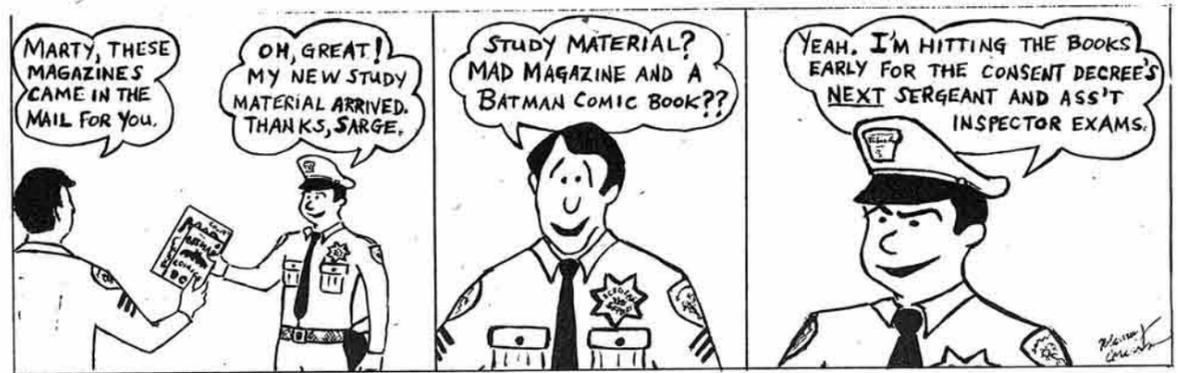
Before I go any farther, I want to assure you that, contrary to management's belief, the POA does not use these 'meet and confer' sessions as a way of trying to slow the implementation of dept. plans. The POA enters into these meetings with the intent of engaging in meaningful dialogue with management. This ensures that the needs of management and our members are met.

After reviewing Chief Murphy's reorganization plan, it was apparent that the plan as drafted could not be acceptable without some clarification and revision. The POA entered the meeting with a list of eleven (11) questions that covered all areas of the proposal. We wished to discuss questions such as the staffing of command personnel at district stations, the possibility that stations would be closed, the idea of blurring of district boundary lines, more specificity on the implementation of centralized booking, and specific plans of the chief to send radio cars well out of their districts.

As Vice-President of the San Francisco Police Officers Association, I will continue to make sure that reorganization of the Department can only be promulgated with the members interest as a top priority.

The other issue of rules for Office of Citizen complaints will be adopted only insofar as Peace Officer Rights are protected. As your Vice-President, your rights are my top priority.

A POLICEMAN'S LOT/Manny Coreris



Ray Wong grapples with SFPD's ethnic composition

by Dan Louis

SAN FRANCISCO — The S.F. Police Department lags behind meeting a federal consent decree goal of hiring 50 percent minority officers and 20 percent female officers each year, notes Ray Wong, the Police Department's Consent Decree Coordinator.

"We have not strictly met the 50-20 goals," he said. Yearly, the department has been achieving a 42-15 percent rate at the conclusion of cadet field training, he said.

"There's as many factors why people drop out as there are the number of people who don't make it or quit," said Wong.

Presently the 1,946-member police force consists of 1,437 white officers, 158 blacks, 32 Filipinos, 136 Asian/Pacific Islanders, 175 Hispanics and eight American Indians.

The force has 1,774 male and 172 female cops.

But the latest consent decree report shows only 67 minority members hold ranks higher than patrol officer. Those statistics indicate:

- Sixteen minorities are sergeants. Seven are black, eight are Hispanic and one is American Indian.
- Thirteen minorities hold the rank of lieutenant. Three are black, eight are Hispanic, one is Asian Pacific and one is Filipino.
- The department has one Hispanic captain.
- There are 36 minority inspectors. There are 17 black, 11 Hispanic, four Asian Pacific and four Filipinos.
- The department has one Hispanic deputy police chief, and the secretary of the Police Commission is a Black.

Women cadets tend to have a higher drop out rate than do men before completing field training. "Women are 80 percent less successful than men. A lot of it has to do that this line of work is paramilitary in nature and many women didn't experience that sort of thing when they were younger as men did," he said.

Wong said if there is any one feature of the consent decree he would like to see changed, it would be the requirement that police applicants must be San Francisco residents.

"It's my personal opinion that the City residency requirement is hampering our work. It should be eliminated," he said.

Since 1970 census reports indicate more better-educated and well-qualified minorities have moved out of The City into suburbs where housing is more affordable.

But the Officers of Justice, the organization that filed the lawsuit that led to the 1979 consent decree, contends the residency requirement should remain intact because the minority recruitment pool hasn't been exhausted here.

Wong disagrees.

"We're seeing people take the police academy entrance exam two or three times and they still fail to pass it. This means, we have to expand our recruitment base," he said.

Wong criticized the Officers for Justice, which is principally comprised of black officers, and the S.F. Police Officers Association, consisting mainly of white officers, for stalling the Police Department's recruitment process.

Most recently the two organizations have hung up lieutenant and sergeant promotions.

"The parties to the decree are more the inhibitors to the process," he said. "One party will hold back approval on something or leverage on something else."

Wong faults the POA for hampering the recruitment of new officers, both minorities and whites, because the organization "acts on referendum throwing open every issue to its membership for vote."

"I don't know if the constant opposition between the POA and OFJ can be considered as open hostilities, but The City is right in the middle of their differences of opinion," he said.

Recently the two sides came to terms on the lieutenants promotion examination in which 49 sergeants were elevated to the ranks of lieutenant.

Wong considers that settlement as a victory for the consent decree because about 20 percent of the sergeants who took the exam were minorities, and they were promoted.

But now the two groups have tied up the sergeants promotion exam. The POA is protesting The City's allocation of 100 percent examination weight to the oral interview while the multiple choice and writing exams carry no weight.

In defense of The City's position, Wong said, "More knowledge doesn't necessarily make you a good sergeant. You never see a sergeant take a multiple choice exam out on the streets and you never see a sergeant stop a guy and ask if the correct answer is A, B, C or D."

"Those types of written exams don't simulate job performance and they're historically impacted the protected classes (ie., minorities) we are trying to promote," he said.

Of some 1,216 officers who took the sergeant/inspector exam last year, about 304 were minorities and all are still waiting word on a settlement between the POA and OFJ. But Wong hoped an agreement might finally be reached when the two sides met Nov. 28.

He refused to give any details on the "compromise."

Wong said the department currently rejects 25 percent of the police applicants because of previous use of drugs, and he thinks more applicants who actually enter the Police Academy could be screened out if the department used polygraph tests.

Lie detector tests, he said, could aid the department in identifying applicants with "hidden medical problems," or a criminal record.

"What we want is honesty. I think that is important especially when one carries a gun and can have a lot of power over many people," he said.

The Police Commission is expected to shortly take action on a proposal that will allow the department to use polygraph tests, he said.

Wong praised the department's use of psychological screening. It's already been used on recruits for the Police Academy's last three classes.

The Police Department is attracting a "different breed of applicant," many of whom haven't had any military experience and many who have used drugs and maybe violated the law at one time, he said.

"I believe the composition of the Police Department is reflective of the larger world. We have some fantastic people and, at the other end of the spectrum, we have some people who don't belong here," he said.

"We're doing the best we can to enhance the quality of people who are serving as San Francisco police officers. We're here to make the department better, but it's a dialectic process. It'll take a long time to get to where we want to be and it will go on a long time after I leave this position," he said.

(Reprinted Asian Week, November 30, 1984)

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HINCKLE'S JOURNAL

THE COPS WHO LAUGHED AND LOVED

By Warren Hinckle

Officer Jimmy Stevens was a cooing cop, a flatfoot overflowing with affection for the whole big beautiful wacko world he lived in.

He loved his family. He loved his wives. He loved all women. He loved to have a gargle. The only thing he hated was to arrest people. If he had to bust some bum, he'd tell the booking sergeant, "Hey Sarge, this is a real good guy."

He called everyone he ever met a real good guy. And he meant it.

When Jimmy Stevens traveled the Mission District, he rode on a gold elephant. He had a wave and a smile for everybody he saw. He was the original laughing policeman. Some of the stories he used to tell on himself were pretty funny.

Jimmy used to watch Mannix every day before he went to work. The private detective was his idol: He always won and he got to drink on the job and the girls fell for him.

Jimmy admired the way Joe Mannix knocked guys out on the telly, with real style. One day two street kids were fighting on the sidewalk and Jimmy had to break up the beef. He remembered how Mannix had banged two guys' heads together and knocked them both out.

He bent down and grabbed each kid by the hair and banged their heads together, only he forgot to take his head out of the middle. He woke up on the sidewalk with the kids kneeling beside him saying, "Hey officer, you all right?" "West Side Story" would have been better with scenes like that.

Jimmy Stevens seemed to spend a good deal of time in the supine position. He once responded to a call in the Mission about a husband beating up his wife.

The husband was a big hulk who was sitting at the kitchen table sipping a beer when Jimmy came in. The wife was in a bathrobe. She had a shiner as big as a full

moon. Jimmy told the husband that he had to take him to the station. The husband said no way in hell, get out of my house. Jimmy was getting ready to do a Mannix number on him when the wife came up behind him and said, "Leave my man alone" and crowned Jimmy with a cast-iron frying pan.

Jimmy woke up on the floor as the cops from the backup unit were hauling off the husband. "Hey, not him, HER!" he yelled at the cops.

A hundred or so cops were delighting in retelling tales of Jimmy Stevens at a dinner Friday night at the Police Athletic Club building inside the Hunters Point shipyard. The dinner was sponsored by the Mission District Publicans in memory of two dead cops — Stevens and his late partner, Charlie Anderson.

Anderson and Stevens were two look-alikes who acted alike. They were always jacking one another up and telling stories on themselves, and had people all over the Mission laughing with them.

Jimmy's tale: Charlie was afraid of dogs, and Jimmy loved to tell the story of the time Charlie made him ring the doorbell because a dog was barking inside. Jimmy told Charlie not to worry because the dog didn't sound big. "Oh no, you get in front, he might be a big dog with laryngitis," Charlie said.

Charlie's tale: One morning Jimmy dropped his then-wife off at her waitress job and said he had to go to the station to get into his uniform but would be back to have breakfast with her. He stopped by his girlfriend's on the way back to the coffee shop where his wife worked. The wife noticed lipstick on his collar and cooked him up a big plate of ham and eggs and dumped it over his head. "Here's your breakfast, dear," she said.

Friday night's gathering of the Mission clan was unusual in that both cops have been dead for some time — Anderson died last year and Jimmy went through the narrow door back in the '70s — but they were such good guys that a group of cops and bar owners decided

to hold an annual golf tournament and dinner in their honor. They wanted to have the fun of retelling the stories about them.

The czar of the Police Athletic Club, Mark Hurley, pulled out all the stops for Friday night's dinner.

A guy from the coroner's office did the cooking, and the off-duty boys in blue raved and ribbed about the food. One wise-guy cop kept yelling at the coroner-cook that the chicken livers in the sauce didn't taste like chicken.

"Jimmy Stevens would come into the bar in uniform and put down a twenty and buy everyone a drink. If you did something wrong, as long as you didn't do it in front of him, he didn't see nothing," said bartender Richie Mori, a veteran of the Mission District bar wars, raising a toast to the deceased.

"Jimmy was what he said about everybody else — a real good guy," said Mori.

"I never heard of Jimmy Stevens arresting anybody — never," said bar owner Pat Nolan, to applause. This was some toast to an audience of cops.

In the world of friendly, fun-loving cops like Jimmy Stevens and Charlie Anderson, there were only good guys. Instead of arresting kids, they'd kick them in the butt and send them home and tell them they'd better not see them doing that again. They'd loan a bum 10 bucks rather than bust him for vagrancy.

They took chances on helping people, knowing they'd get stung now and then. As Ben Hecht once said of a special kind of man, they gladly played Galahad even though they knew the fight was fixed.

There are so many stories like these about cops in this town. Unfortunately, you usually have to wait until they're dead before it's safe to put the fun stories about them in the newspaper, what with the blue noses among the brass.

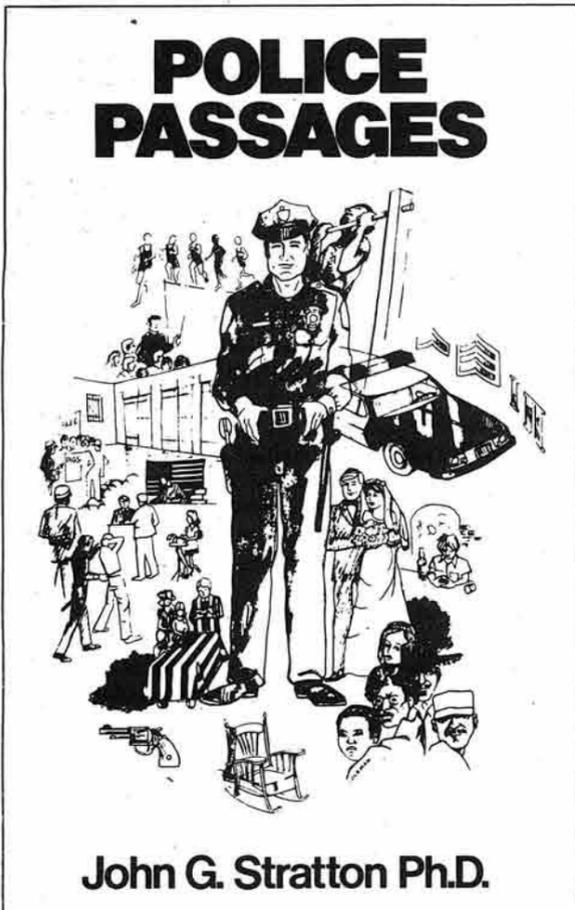
(Reprinted SF Chronicle, December 11, 1984)

POLICE PASSAGES — AN INTERESTING BOOK

by Paul Chignell
President

Below are previews of an excellent book entitled *Police Passages* by John Stratton, who is Director of Professional Services for the Los Angeles Sheriff's Department.

A 20% discount is available to POA members by sending \$22.80 (tax and postage included) to: Glennon Publishing Co, 636 23rd St., Manhattan Beach, CA. 90266. Visa and MasterCard accepted by calling 1-213-545-2356.



credentials with years of practical experience — assures the reader of the authenticity of the information.

Police Passages takes the unique psychological aspects of police work and presents them in an understandable way that enables the reader to gain insight into the issues. By providing a comprehensive insight into the events in the life of the police officer, his family and friends. Dr. Stratton's work will serve as the foundation for the practical handling of police stress. It must be emphasized that this is not just another book on stress; rather, it is a treatment of the police officer's life in a factual, realistic and comprehensive manner. Perhaps the book's greatest virtue is that it can be helpful to police officers who read it.

The book examines significant events, beginning with the new officer's indoctrination to police life, through his training and onto the street for the real life lessons; it then continues with insight into the officer's career path until retirement. The book also addresses the traumatic events that police officers face on the job, such as the use of deadly force, shooting incidents, child abuse, and dealing with hurt and dying people. It is from this position of involvement and understanding that Dr. Stratton can present the knowledge he has gained.

This book will prove useful to a variety of readers. Individual officers are provided with insight on how to deal with the job stress they experience. Realistic examples showing how officers can deal with the trials, tribulations and joys of this demanding profession are provided. Specific recommendations on how to develop a healthy life in a profession full of hurt and pain are offered.

Police administrators who are called upon to establish programs to effectively cope with officers as they proceed through the various stages in law enforcement careers can benefit from the understanding provided in *Police Passages*. Recommendations for departmental assistance programs are also provided.

The reader untrained in psychological principles that govern human behavior would normally encounter difficulties in comprehending these factors. However, in writing *Police Passages*, Dr. Stratton presents these principles in such a manner that the lay person can understand them with ease. *Police Passages* is a book worth reading and retaining as a future reference source.

— Reviewed by Steven E. Haynes, Senior Staff Analyst, International Association of Chiefs of Police, Gaithersburg, MD.

Reprinted from: *The Police Chief*
October, 1984

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Police Passages. By John Stratton, Glennon Publishing, 636 23rd St., Manhattan Beach, CA. 90266. 1984. \$24.95 (hardcover).

Police Passages presents a unique understanding of the life phases that police officers experience in their careers. This book is the authoritative reference source for understanding the complex psychological aspects of police work. The expertise of Dr. Stratton — academic

IRS: DISABILITY PENSIONS

by Mike Hebel
Welfare Officer
Attorney At Law

A large number of retired (industrial disability retirement) police officers and firefighters from San Francisco and Northern California have had their tax returns audited and examined by agents of the Internal Revenue Service. These audits have now involved police officers and firefighters who are residing throughout the States of California, Oregon, Idaho and Louisiana who have excluded all of their individual disability retirement benefits from their taxable income under Section 104 (a) (1) of the Internal Revenue Code. The Internal Revenue Service has taken the firm position that its agents must strictly follow the holdings of Revenue Rulings 72-44 and 80-44 in determining the taxability of industrial disability benefits. The aggressive position of the Internal Revenue Service in the Western United States with regard to the taxability of industrial disability retirements requires a new strategy and preparation of the 1984 U.S. Form 1040 (Individual Income Return), and in defending audits of prior returns.

Beginning on January 1, 1983 the tax laws (Tax Equity and Fiscal Responsibility Act of 1982) required that federal income taxes be withheld from most pensions unless the recipient elects not to have any taxes withheld. The new withholding provision should be considered in connection with the taxability of industrial disability benefits. More information on this withholding requirement can be obtained from the Retirement System of the City and County of San Francisco or from the local office of the Internal Revenue Service.

THE LAW

The Internal Revenue Service is relying on its Revenue Ruling 72-44 and more recently on Revenue Ruling 80-44 in order to tax a certain portion of a San Francisco police officers' and firefighters' industrial disability retirement. The first ruling discusses the tax treatment of amounts received under various circumstances by disabled firemen of the Firemen's Pension and Relief Fund of the City of New Orleans. It concludes that payments received under the Pension and Relief Fund by a firefighter from New Orleans retired for disability incurred in the performance of duty are: (a) Fully excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code in the case of a firefighter who had not completed twenty (20) years of service (minimum required for a service pension); and (b) Are excludable from gross income only to the extent that the pension does not exceed one-half 1/2 of the monthly compensation allowed at the salary at the date of disability retirement in the case of a firefighter who had completed twenty (20) years or more of service.

The Ruling 80-44 restates the principles applied to the New Orleans case.

APPLICATION TO SAN FRANCISCO

The rationale of the Revenue Rulings is now being applied in the Western United States to police officers and firefighters who receive industrial disability retirement payments. In essence, the rulings hold that if a police officer or firefighter received an industrial disability retirement prior to the date that he or she was eligible for a service retirement, all monies received from the Retirement System are excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code. However, when the firefighter or police officer, who left police/fire service after 1969 because of an occupational disability becomes eligible for a service

retirement (25 years of service and age 50 in San Francisco) that portion of the payment which is: (1) Attributed to age and years of service and (2) Is in excess of the industrial disability retirement (50/90%) becomes fully taxable unless there is a permanent disability rating from the Workers' Compensation Appeals Board establishing permanent disability at a figure at or above the amount which the police officer or firefighter would normally receive for and as a service retirement.

For example: if a 35 year old police officer is retired after 1969 due to an occupational injury and his disability is set at 50% of his final compensation, his monthly disability allowance is fully excludable and is not subject to federal or state income tax. Assuming at age 50 he qualifies for a service retirement, he would receive 55% (a Tier I retirement employee) of the amount of money being received by a police officer. The IRS takes the position that the additional 5% is based on age and length of service and not on disability, and therefore does not meet the criteria set forth in Section 104 of the Internal Revenue Code and is therefore taxable, unless the same police officer had received a disability rating from the Workers' Compensation Appeals Board establishing his disability at or above the figure of 55%.

Using the same 35 year old police officer but substituting a disability rating of 65% (established by the Workers' Compensation Appeals Board after the disability retirement was awarded by the Retirement Board) due to a severe occupational injury, his or her allowance is fully excludable and his or her entire service retirement would also be excludable since the disability rating (65%) is more than the percentage he will receive as a service retirement (55%).

For 1969 and prior years, a member automatically receives 75% of salary when awarded an industrial disability retirement. When that person becomes eligible for a service retirement, having attained the age and years of service, no part of his retirement is taxable since the 75% would exceed whatever service retirement that he may have been eligible to receive (50-70%).

DISABILITY RATING

It now appears that more attention will have to be given to obtaining a rating from the Workers' Compensation Appeals Board after the industrial disability retirement has been awarded by the Retirement Board. (It should be noted at this point that police officers and firefighters who are under Tier II Retirement System — Post 1976 — are not entitled to a disability rating since their disability is statutorily set at 50%). That rating, if it falls belows 50%, has no affect whatsoever on the retirement since the minimum retirement is 50%. However, an award above 50% has now become important for a second reason (the first being the additional monthly monies received); the rating is now necessary in order to protect the non-taxability of these retirement monies once a police officer or firefighter reaches normal retirement age.

The procedure for obtaining such a rating is as follows: an application for adjudication of claim is filed with the Workers' Compensation Appeals Board and the matter is calendared for a rating conference. An informal rating based on medical reports in evidence is then obtained from the Disability Rating Bureau; the rating thus obtained is presented to the judge for purposes of having the rating fixed in an award or fixed by stipulations of the attorneys involved.

1984 TAX RETURN

The completion of the U.S. Individual Income Tax Return for 1984 requires that pensions and annuities be reported on the front side of Form 1040 at lines 16, 17a and 17b. The computation for completing lines 16, 17a and 17b is found on a worksheet provided on page 10 of the U.S. Income Tax Forms and Instruction package which is sent to all taxpayers. Line 16 is for reporting of fully taxable pensions and annuities. On line 16, for example, all service pension monies, remaining after all exclusions have been made from monies which the member has already contributed to the Retirement System, are reported.

On line 17a and 17b, along with the worksheet on page 10, are for the reporting of industrial disability retirement pensions. On line 17a, the amount shown on

the W2-P received from the Retirement System of the City and County of San Francisco is entered. Only the taxable amount, if any and computed in accordance with the worksheet on page 10 of the instructions and the legal principals set forth in this article, should be reported on line 17b.

It should be kept in mind that the Retirement System at the end of January of each year forwards to each member receiving an industrial disability retirement a form W-2P indicating the amounts of monies which the Retirement System has paid to the member in the prior year. Please take note that a copy of this form is also sent to the Internal Revenue Service Center in Fresno and can be matched with monies which should be reported on line 17a. A police officer or firefighter who has received an industrial disability retirement and does not report such amount on line 17a form 1040 runs a significant risk of an audit and an embarrassing situation in attempting to explain why significant monies were not accounted for on the 1040 return. Additionally, the Internal Revenue Service can levy a 10% penalty for failure to report monies received from the Retirement System of the City and County on line 17a.

For a police officer or firefighter who receive the industrial disability retirement after being eligible for a service retirement or who receive it before being eligible but who become eligible for a service retirement, the reporting can be complicated. It requires consideration of the facts that: (1) Total amount previously paid into the Retirement System by the police officer or firefighter will not be returned within three (3) years and therefore an actuarial basis computation is needed; (2) The permanent disability award fixing a rating; and (3) The percentage by which the service retirement exceeds the industrial disability retirement. All three (3) factors are used to determine the taxable amount, if any, of an industrial disability retirement.

AUDIT OF PRIOR YEARS

In my experience in working on these matters, I have found that approximately 15-25% of the amount received pursuant to an industrial disability retirement, after reaching the age of service retirement, is taxable and the remaining amount is excludable from gross income.

Members wishing advice on this are urged to contact the welfare officer on an individual basis in that this matter is complex and not readily given to addressing outside of a specific context. The general rule however remains at Section 104 (a) (1) does not apply to a retirement pension to the extent that it is determined by reference to an employee's age or length of service even though the employee's retirement is occasioned by an occupational injury or sickness.

NEW TAX WITHHOLDINGS LAWS

Beginning on January 1, 1983 and for all years thereafter the Retirement System is required, by federal law, to withhold a portion of your benefits (retirement benefits) for federal income tax purposes, unless the Retirement System believes that all or a portion of the amount paid are not taxable or unless you direct them not to make such withholdings. Since the Retirement System does not distinguish between taxable and non-taxable payments, it will undoubtedly withhold against all payments unless a retired officer or firefighter elects not to have any withholding.

At the time of filing an application for industrial disability retirement, the Retirement System will present the necessary forms to you, for your consideration, in determining the amount to be withheld, if any, from pension monies to be paid.

Police officers and firefighters who receive taxable service pensions and partly taxable disability pensions should weigh the advantages of having tax withheld versus receiving the funds currently and investing them. Police officers and firefighters who are not subject to tax on their disability pensions should probably not have amounts withheld from their pensions. An IRS agent could improperly view withholding on non-taxable amounts as an "admission" by the firefighter or police officer that he or she considers the amounts received to be taxable.

continued on page 7

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IRS: DISABILITY PENSIONS

continued from page 6

DISABILITY LEAVE

The Charter of the City and County of San Francisco provides that occupationally injured police officers and firefighters are entitled to a leave of absence with full pay for a period of up to 365 calendared days for any one injury sustained in the line of duty. An Internal Revenue Service's Memorandum dated July 28, 1978 and the rulings which were discussed in this article have nothing to do with the taxability of those monies. Since they are in the nature of a worker's compensation award, they are and remain fully excludable and not subject to either federal or state taxation.

LIGHT DUTY ASSIGNMENT

Revenue Ruling 80-137 discusses the following issue: Are payments made by a municipality to a disabled police officer performing light duty excludable from gross income under Section 104 of the Internal Revenue Code?

This Revenue ruling discusses payments made by a municipality to a disabled police officer who has returned to work, but is assigned to light duty because the injury keeps the officer from performing regular police duties. The Internal Revenue Service, in this Ruling, stated that monies received by a police officer assigned to light duty are payment of regular salary made and returned for services performed by the police officer and therefore do not fall under the exclusion from gross income provided in Section 104 (a) (1). This means that, unfortunately, monies received by officers performing a light duty capacity are fully taxable.

FRANCHISE TAX BOARD

The Franchise Tax Board of the State of California treats taxability of monies received pursuant to an industrial disability retirement in the same manner as does the Internal Revenue Service. Revenue and Taxation Code Section 17138 is substantially similar to 104 of the Internal Revenue Code. Both the federal government and state government are in accord as to the manner in which industrial disability retirement monies are to be taxed. Therefore, any member receiving an inquiry from the California State Franchise Tax Board concerning the manner in which he or she reported monies received from an industrial disability retirement should use the same procedures contained in this article for reporting monies on form 1040 of the Internal Revenue Service.

Tax monies received for an industrial disability retirement are properly reported to the State of California on form 540 at lines 21a and 21b.

SURVIVING SPOUSE

Payments made to the spouses of firefighters or police officers who are killed in the line of duty or who, after retirement (for service or disability) die as a result of the industrial injuries are also entitled to favorable tax treatment from monies received from the Retirement System.

ment System.

If the police officer or firefighter was killed in the line of duty prior to being eligible for a service retirement, Revenue Ruling 80-14 holds the benefits paid to the surviving spouse during the spouse's lifetime are completely excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code.

The question becomes more complex when the police officer or the firefighter who dies, leaving a surviving spouse, has already reached eligibility for a service retirement or has, in fact, retired for either a service or industrial disability retirement. Revenue rulings 72-291 and 80-84, pertaining to beneficiaries of deceased firefighters (also applicable to beneficiaries of deceased firefighters (also applicable to police officers), hold that benefits received by these beneficiaries are excludable from gross income under Section 104 (a) (1) of the Internal Revenue Code if the recipient can establish that: (a) The benefits are received under the service connected death provision or, (b) That the benefits are received under the retirement provision and that the employee on account of who's death the benefits are paid was retired under the service connected disability provisions of the Charter at the time of the employee's death.

These holdings appear to indicate that if there is a determination that the death was caused by occupational injury or illness, then payments to the surviving spouse are not subject to taxation.

However, it should be noted that in my experience representing beneficiaries of deceased police officers, that the Internal Revenue Service takes a position that they should be treated in the same manner as their deceased spouse for tax purposes. This means that if part of the deceased spouse's retirement were being taxed, the Internal Revenue Service asserts its right to tax the same percentage when it is received by the beneficiary.

TREASURY'S TAX PLAN

The United States Department of the Treasury did, in November of 1984, propose a dramatic tax overhaul plan, calling for drastic reductions in both individual and corporate tax rates and the elimination of a host of tax deductions.

Under the proposal, the government would tax workers' compensation benefits and unemployment benefits. The Treasury's plan would eliminate the exclusion found in Section 104 of the Internal Revenue Service. Since the non-taxability of industrial disability retirements is based on Section 104 (non-taxability of workers' compensation payments), should the Treasury's proposal to tax workers' compensation benefits become law, it is most probable that industrial disability retirement monies would also immediately become taxable.

Members receiving industrial disability retirements are therefore urged to closely watch the Treasury's proposal in that, with respect to the taxation of workers' compensation benefits, it could dramatically and drastically affect them.

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RON PARENTI FOR VICE-PRESIDENT

by Paul Chignell
President

Effective and Tough

Those are the words that reflect Ron Parenti, our current Vice-President of the POA.

Ron has been a member of the Board of Directors representing Northern Station for a number of years and was appointed Vice-President in the fall of 1984.

During Ron's years on the Board he has been one of the best representatives in solving his members' problems, answering their questions, and working on the main issues faced by our organization.

In recent meetings with the Chief, Parenti has shown his tenacity in dealing with the administration coupled with an ability to persuade administrators to the POA point of view. Please join with me in retaining Ron Parenti as our POA Vice-President.

The next two years will be crucial ones for our organization and we must have experienced, tough and effective leadership.

Vote Ron Parenti, Vice-President

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LOOKING FORWARD TO TOMORROW — TODAY

by Dan Linehan
Secretary, Elect — Southern Station

Beginning February I will be the Secretary of the San Francisco Police Officers Association. The office of Secretary, through less prestigious than President or Vice-President, has many responsibilities. The Secretary is empowered to perform the duties of Recording the Official Minutes of the Regular and Special Meeting of the General Membership and the Board of Directors, the issuance of bulletins and to carry out formal correspondence on behalf of our Association. Additionally the Secretary is a voting member of the four

member Screening Committee and is a voting member of the Board of Directors.

It is my desire to pattern my duties after the style of former Secretary Mike Hebel. In my opinion, Mike Hebel was the best Secretary this Association has ever had. If at the end of my tenure I am compared with Mike, I would consider my responsibilities fulfilled.

In addition to my required duties, I pledge continued service to all members of our Association. I look forward to the next two years, to a strong P.O.A., with a strong leadership, creating a better tomorrow for the members of the San Francisco Police Department.

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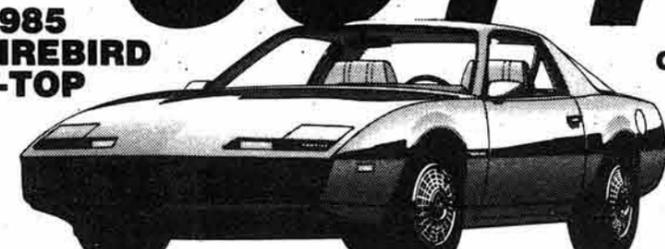
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SCHLINK FOR VICE-PRESIDENT: A NEW DIRECTION

by Ted Schlink

Running for the office of Vice-President promises to be a challenging experience.

I find it hard to believe that anyone would consider holding a job and taking time off to campaign for a job that pays approximately \$1.25 per hour, but that's the way it goes. As many of you know, over the past nine years with the POA, I have talked and won some very hard issues on a consistent basis. During the same time frame I found time to complete my undergraduate work at U.S.F. and continue on to law school and a law degree from John F. Kennedy University.

Over the past 14 years, the POA has been put through the test of survival. We have made the transition from the Old Guard of the 60's to the Blue Coats of the 70's and 80's. We have seen our retirement and solo benefits increased and decreased over the last fourteen years, as well as gaining night differential, time and a half and Honda Hazard Pay. We have been on strike, as well as involving ourselves in the politics of Sacramento. Promotion have been delayed, at the same time as hiring practices are being questioned. We are being brought to the carpet by civilian OCC investigators because of policy failures, while the press is having a field day trying our disciplinary cases on their front pages.

The time for a change at our POA is in order. The in-house politics is no longer necessary because we are all supposed to share a common goal. The issues of today and the future must be confronted by those best suited for the job. Intelligence, Maturity, Experience and Common Sense is what is needed today at our POA, and I trust that you will take that into consideration when you cast your vote for Ted Schlink, Vice-President.

REVIEW YOUR PRIORITIES

by Donald Woolard, Tactical Division

Mayor Dianne Feinstein was recently quoted as saying, "Clean streets are the heart of the city. Clean streets reflect the dignity of the city. As a priority it is Numero Uno". The mayor considers the people responsible for the above as "unsung heroes".

Who is this group that the mayor is speaking of? Are they the police officers, firemen or paramedics who are out on the streets night and day keeping the city streets clean of crime and the city's dignity intact? Wrong. The mayor is speaking of her concept of "San Francisco's Finest" — street sweepers. On December 20, 1984 the mayor called ten finalists to her office to award the two top sweepers trips to Hawaii and gold

medallion's from the 1915 Panama Pacific International Exposition to the runner ups. The event was also given extensive press coverage.

I believe in rewarding persons for jobs that are done well. And shouldn't this be done for all segments of city government? But for clean streets to be her number one priority leads me to believe that her priorities are out of order. Doesn't she consider crime on the streets number one? Or how about police supervision? How about the internal problems within the Emergency Medical System?

The mayor should conduct a sweeping review of her priorities and resolving the stalemate in appointments to the job of Inspector and Sergeant should be at the top of her list.

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THE NEXT TWO YEARS

By Mike Hebel

1985 and 1986 will present a bundle of challenges and opportunities for the Police Officers' Association leadership. The chance to find resolution to many of our most pressing problems; the ability to be a significant voice in the appointment of the successors to the retiring Police Administrators; the needed preparation and planning for major charter amendments improving terms and conditions of employment - all lie ahead looking for energetic, knowledgeable and experienced leaders to seize the moment and advance the Association.

THE ISSUES

During 1985-86 familiar themes and burning controversies will re-emerge.

The **abysmal, convoluted, untimely promotional process** will leap forward. Solutions must be found so that sergeant and assistant inspector appointments can be made; solutions, that is, which do not denigrate the integrity of those applicants who prepared well and scored high in all the exam's phases and which authoritatively oppose quotas. Ground work must be laid for the eventual lapse of the Consent Decree in

1989; changes must be in place to insure color blind job related promotional testing procedures.

The **travesty of the Tier II** (police officers hired after November 1, 1976) retirement benefit system will again cry aloud. This dramatically inferior system must be altered before its members begin to approach retirement age; it must be altered in a manner whereby its benefit structure is raised rather than lowering the benefit structure of Tier I. A comprehensive master plan must be enunciated and pursued so that a timetable for prospective changes can be clearly set forth.

The **lateness of overtime payment approaches scandal**. The San Francisco Administrative Code compels payment within 14 days after the end of the pay period in which the overtime was accrued. Excuse and delay rather than prompt payment remain.

The inability of City employees groups to successfully pass a Charter Amendment providing for a **City paid dental plan and full health care coverage for the member and the member's family** remains a major frustration.

THE LEADERS

Commitment and experience do matter. Knowledge and dedication cannot be lacking. Persistence and powerful advocacy must be prominent.

Bob Barry (president candidate), **Ron Parenti** (incumbent vice-president), **Don Linehan** (secretary can-

didate) and **Duane Collins** know the issues intimately and possess the vigor and determination to get results.

Bob Barry will propose changes to the San Francisco Administrative Code to require interest payment if overtime is not paid within the prescribed 14 day period. He is working with Planning and Research to increase its staff so that overtime rolls can be expedited to the Controller's office. **Bob Barry** served as president of the POA from 1979 through 1982. During his tenure he accomplished the following significant items: (a) Led the charge which resulted in the removal of former Chief Charles Gain; (b) Successfully orchestrated the time and one-half overtime Charter Amendment; (c) By vigorous advocacy retained secondary employment privileges for 800 POA members; (d) Was always available to serve the best interest of this Association.

Ron Parenti is now the incumbent vice-president serving as Association point man in meet and confer sessions with the Department's administration on the transfer policy/rotation proposals.

Dan Linehan is the primordial voice for Tier II retirement benefit improvement. Without his enthusiastic and energetic devotion to this cause, it would not have the prominent concern it properly deserves.

Duane Collins has served with distinction as POA treasurer. He has brought order to our legal services - reducing POA legal expenditures by negotiating favorable retainer agreements. His close monitoring of POA funds will ensure needed monetary reserves for mounting needed Charter Amendment campaigns.

BOB BARRY AND RON PARENTI — OH WHAT A TEAM!!

by Dan Linehan
Southern Station

Did you ever wonder why revisions of general orders have stopped? What about the recent turnaround in the payroll section in the more timely payment of our money due us? Well the answer is the P.O.A.'s new Knockout Punch — Bob Barry and Ron Parenti.

Bob Barry has been the man most responsible for the departments recent payments of all training, F.T.O., movie, E.W.W., holiday, night differential and all overtime money. Bob Barry has been meeting on a weekly basis with payroll to ensure the departments compliance with city ordinances requiring payment of all overtime no later than fourteen days after the end of the payroll period. **WITHOUT BOB BARRYS DETERMIANTION WE WOULD STILL BE WAITING FOR OUR MONEY!!**

Ron Parenti has been a major force on the Board of Directors for the past four years as the Representative

from Northern Station. Ron Parenti, has recently been involved in stopping the departments avalanche of revised general orders. His advantage as a fifteen year veteran of our department working at a district station, allows for keen insight to the needs of the working police officer. Ron Parenti knows what we need to perform our duties. He sees the affects on us due to the past changes of the General Orders. **RON PARENTI HAS THE DESIRE AND THE ABILITY TO CHANGE THE DIRECTION OF THE DEPARTMENT.**

This month we will decide the future of our Association. Bob Barry and Ron Parenti have a proven record of dependability, reliability and stability. It is critical, for the betterment of our working conditions that we **ELECT BOB BARRY AS PRESIDENT AND RON PARENTI AS VICE-PRESIDENT. THEY ARE THE KNOCKOUT PUNCH THE P.O.A. HAS. NOW IT'S TIME TO PUT THEM IN THE RING, FIGHTING FOR US.**

BRING BACK BOB BARRY POA PRESIDENT

by Ben McAlister, Co. K

We are losing our strength within the department and in the city government. And unless we get back on track and real soon, then the strong voice we once had will soon become a whisper. That's why I'm strongly supporting **Bob Barry for POA President.**

Bob has a proven record of leadership and we need that leadership again if we are to re-gain the strength and credibility we once had.

Although I have not personally represented a great many members, I know **Bob Barry** has and I have seen, first hand, the efforts he has put forth and the skills that he possesses when he represents a member. They are unquestionably "excellent" and we deserve to have no less than excellence when it comes time to cast our ballots.

Bob Barry served us with distinction for four years as President, and for years before that as well. He knows the issues and he knows how to get results.

Under Bob's leadership, he brought our organization from deficit spending to nearly a \$250,000 surplus. He fought former Chief Charles Gain and forced his resignation. We've won wage suits and salary protections under his leadership and he saved Secondary Employment for over 700 officers. We won time-and-one-half for overtime under Bob and secured additional compensation for all Field Training Officers.

When the Overtime debacle occurred again, it was **Bob Barry** who took the bull by the horns and intervened and forced the department to react and got the checks out. Bob is now working with the Administration to formulate new procedures to end this problem.

Bob Barry is a DOER not a DANCER. We need a strong leader in place with a record of accomplishments. Bob is that leader and we all need him back.

Please join with me and the majority of your Board of Directors and **BRING BOB BARRY BACK AS POA PRESIDENT.**

Bob Barry for President

by Duane Collins, Treasurer

As your Treasurer, I am charged with the responsibility of managing the finances of the P.O.A. In August 1982, I was appointed to that Executive Board position by then President Bob Barry. At that time we had a quarter million dollars (\$246,563.25) in the bank. Because of Bob Barry's prudent management and conservative fiscal policies, we had the resources necessary to win our first ballot measure in nearly a decade, with the passage of time and one-half overtime the tide had turned, thanks to Bob Barry. The leadership of a large police labor organization requires experience, maturity, intelligence, and a commitment to the principals of our organization. Please join me and elect Bob Barry president.

I would like to thank the membership for allowing me to represent their interest on the Executive Board of the P.O.A. It has been a learning experience for all of us. I will continue to work hard for you.

Thanks for the opportunity,
Duane Collin, Treasurer

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The Campaign Line Is Drawn

by Bob Bernardini

I am very grateful to have learned that my initial campaign article which appeared in the POA election edition was enthusiastically received by a majority of the membership. My candid statements were sincere and received as a breath of fresh air among the hard working officers of this demoralized Department.

I reluctantly admit that my uphill struggle for the POA Presidency, as pointed out by Pete Maloney, the Barry appointed Policeman editor, will be tough. Bob Barry's well established machine, with its past political debts, yet to be collected, will have some difficulty acting as a free agent for the POA membership.

My experience as an administrator, budget planner, planning coordinator and public speaker has spanned many years and was gleaned from my position as a Novato Planning Commissioner, Budget officer in Planning and Research for several years, Public Campaign Manager in local elections, Central Committee Member to elect a State governor, Public Speaker for a past SF Police chief and Public Relation Coordinator for SFPD Annual Reports, is invaluable.

My ability to act as a free uncommitted candidate and experiences are my key assets which will lead me to a victory. I can and will give a voice to the many officers who want to improve their current plight, even if that means taking on the Chief and City Hall.

COLLECTIVE BARGAINING FOR US, GOOD OR BAD?

by Lt. Al Casciato, Past President

Over the years we've heard various POA leaders argue that collective bargaining should be implemented for San Francisco police officers.

Today on the eve of another POA election the debate about collective bargaining will again take place. I for one will look for a candidate with an anti-collective bargaining posture. I will do this for several reasons.

1. Night Differential
2. Salary Survey
3. Hazard Pay
4. Time and One Half O.T.
5. Uniform Allotment Fully Paid
6. Employee medical
7. Retirement Plans

Having been on the Board of Directors the year of the strike and in the ensuing years, my thoughts and beliefs have changed. The above list of benefits represents the mandatory benefits provided to us by the charter. Should collective bargaining be implemented, all the listed benefits would go on the table. yes, even retirement and probably negotiated down.

I believe that in the future we will do better to pursue simple charter amendments that will increase our benefits (family medical, dental, P.O.S.T. pay, upgrading to Tier II, education, etc.). These benefits must be pursued at the ballot box because if they are attained there, the chances of them ever being rescinded are minimal. If they (the benefits) are attained by collective bargaining then everytime the contract is up they will be on the table again.

Just remember the recent restaurant strike, traffic controllers' strike and postal employees' settlement. Everything that was on the table went down. Do you want to take chances like them every contract date or would you prefer a more solid, stable system?

Look at the candidates running and ask them how they feel and where they stand.

If you haven't heard or noticed by now its election time again in the POA. The candidates running are all qualified (I hope) and each is a true politician but you will have to decide which one really has the interests of the working cop at heart. I have to admit I am a bit prejudiced in this contest as I have known and worked with Gerry Schmidt ever since he joined the police department. I was his first FTO believe it or not. (Yes, I'm partially to blame) Gerry has been working with and for the POA since then and if ever anybody deserved a chance at the president's job its him. Hell, he's over at the office all the time anyway so why not elect him so we can get a full time replacement up here in the Crime Lab.

MAKING THE RIGHT CHOICE

by Mike Keyes
Representative Co. C

Members of this Association are going to choose a new president at the end of this month. Whether you agree with POA's past actions or directions, this choice still has to be made. The office of president is a very vital and important one. making the right choice for the person to be president is also an important and the right choice is Gerry Schmidt.

During my time in the department I have known Gerry both as a radio car partner and a social friend. In the years we have worked together he was, as he is now, very competent, thorough and someone you could always depend on.

As the years passed by, Gerry would discuss the area where he felt there were inadequacies in the department and thought the POA could make changes. Gerry then

A PERSONAL LOOK AT GERRY SCHMIDT FOR PRESIDENT

by Milena Marsico-Schmidt

I would like to offer some thoughts and views regarding Gerry Schmidt's candidacy for president of the Police Officer's Association.

In the six years that I have known Gerry I have seen his involvement in the Association progress toward obtaining the high skill level necessary to achieve its various goals. I have witnessed first hand his dedication as he has often left in the middle of the night to assist a member in need of representation. His many efforts for achieving such benefits as time and a half for overtime, night differential and premium pay for the Hondas has often required long hours away from home.

Why do I support Gerry's continued involvement? Because it is these very efforts that improve the quality of life for my family and all of those involved in law enforcement.

A vote for Gerry is a vote for someone who truly cares about the working conditions of San Francisco police officers.

decided to do something about it and got involved. He became a station representative and he kept moving up to the executive board.

When a member has asked Gerry for assistance or advice, he has always been there. He always does a competent job and researches areas needed to gain the best possible solution to a problem. Anyone who has had to call on Gerry can verify this.

Gerry has also made it a point to get involved in the vital functions of the POA. He has worked on numerous committees and gotten to know various influential people around the city so as to better the POA's position.

Gerry is caring and loyal to the Association. He'll work for us and not use the office to better himself. As I said before, making the right choice for president is important and Gerry Schmidt is the right choice.

GERRY SCHMIDT FOR PRESIDENT

I'm writing this short article of support for Gerry, for President of the P.O.A., because I feel he is a viable candidate for the position, and he can get things done. Since I have known him, any task he undertakes, he follows through to a successful conclusion, maybe not to his liking, but he follows it through. Also, Gerry may appear soft soft spoken, but when the need arises, he can become very vocal and get his point across.

Gerry has been very actively involved with the P.O.A. for many years and knows how the organization works. He also knows his way around city hall, which is a plus. In the past, Gerry has not made any statements to me that he did not keep.

It is because of the aforementioned, I ask you to join me in giving your support to Gerry.

Mark Hawthorne

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December 18, 1984

Board of Directors Meeting

The meeting was called to order at 4:13 p.m. with the pledge of allegiance. Present were Barry, Linehan, Keys, Lindo, Garcia, Novello, Dempsey, Murphy, Terry Collins, McAlister, Woolard, Hebel, Dito, Fagan, Flippin, Schmidt, Duane Collins, Parenti and Chignell. Excused were Doherty and Sullivan. Absent was McKee.

PRESIDENT'S REPORT

President Chignell then advised the Board of recent meet and confer meetings with Deputy Chief Mullen regarding the department's proposed reorganization plan. He further indicated that negotiations regarding P-1, the transfer policy, have been put over temporarily. He also indicated that there have been ongoing negotiations with the Office of Citizen Complaints regarding new rules for the OCC as well as hearings.

President Chignell further indicated that the City has withdrawn its offer of paying interest on those monies it wants to withhold in order to implement the payroll conversion plan.

SECRETARY'S REPORT

It was then M/Barry S/Duane Collins to approve the minutes as printed in the December issue of the POLICEMAN newspaper. The motion passed unanimously on a voice vote.

TREASURER'S REPORT

It was then M/Parenti S/Terry Collins to approve the treasurer's report for November 1984 as distributed to the Board. The motion passed unanimously on a voice vote.

WELFARE OFFICER REPORT

Brother Hebel then advised the Board that he has filed a claim in behalf of Mrs. Elizabeth Cuneo to have Joe's death be considered in the line of duty.

He further indicated that all legal briefs have been submitted in behalf of nine police officers who are currently in a light duty capacity.

SCREENING COMMITTEE

President Chignell advised the Board that the Screening Committee had recently authorized legal research into the Seal Beach case.

PUBLICATION COMMITTEE

Editor Maloney advised the Board that the Special Election edition of the POLICEMAN newspaper would be printed and distributed in the first week of the New Year.

FEDERAL LITIGATION

Brother Gary Elsenbroich who was accompanied by his attorney, Dave Clisham, then made a presentation to the Board regarding the Q-60 Lieutenants' Examination. After a lengthy discussion it was agreed that all of the candidates to the Q-60 examination should be present to hear Gary's concerns regarding the scoring of the exam. It was further agreed that the POA would issue a bulletin notifying the affected people and advising them of a special Board meeting to address the issue.

The Board then took special item #1 out of order.

It was then M/Woolard S/Fagan to donate \$500.00 to the Rene Mariluch Memorial Youth Athletic Fund as requested by the Paradise Police Officers' Association. The motion passed unanimously on a voice vote.

BUDGET COMMITTEE

After a lengthy review of the proposed budget for fiscal year 1985 as distributed by Treasurer Collins, it was M/Fagan S/Barry to approve the budget. The motion passed unanimously on a voice vote.

The meeting was then recessed for a meal break.

The meeting was called to order at 5:53 p.m.

OLD BUSINESS

A discussion then took place regarding the status of overtime, specifically Movie Detail, 49ers and the Giants. The Board was brought up-to-date by the Overtime Committee.

NEW BUSINESS

It was then M/Barry S/Fagan to approve the Election Committee as follows: Lynne Torres, Ray Canepa, John Hallisy, Anne Harrington, Ed Callejas, Mike Paulsen, Steve Johnson, Ed Torres, Henry Friedlander (Chairman), Jim Dachauer, Ray Portue, Mickey Griffin, George Poley, Pat White, Ed Collins and Forrest Fulton. The motion passed unanimously.

It was then M/Fagan S/Garcia to pay an initiation fee of \$50.00 to join the California Tax Reform Association. The motion passed. Voting yes were Barry, Linehan, Garcia, Novello, Murphy, Terry Collins, McAlister, Woolard, Hebel, Fagan, Flippin, Schmidt, Duane Collins, Parenti and Chignell. Voting no were Lindo, Dempsey and Dito.

A committee was then formed by President Chignell consisting of Brothers McAlister, Barry and Parenti to

formulate a proposal for presentation at the January Board meeting pertaining to dinner prizes for members.

It was then M/Linehan S/Duane Collins to send a letter to Governor Deukmejian in behalf of the recently enacted road block program designed to abate drunk drivers and furthermore that a POA press release be issued in support of the program. The motion passed. Voting yes were Barry, Linehan, Garcia, Novello, Dempsey, Terry Collins, McAlister, Woolard, Flippin, Schmidt, Duane Collins, Parenti and Chignell. Voting no was Jim Murphy and Dito. Abstaining was Fagan.

It was then M/Fagan S/Murphy to pay the office staff down to 72 hours of sick time on the books for the office manager and 70 hours for the other two staff members. It was then M/Schmidt to table the motion. The motion to table failed. Voting yes were Barry, Linehan, Novello, Dempsey, Woolard, Dito, Flippin, and Schmidt. Voting no were Lindo, Garcia, Murphy, Terry Collins, McAlister, Fagan, Duane Collins, Parenti and Chignell. The motion was then amended to stipulate that this be a one time payoff with a more comprehensive proposal to be presented at the March, 1985 Board meeting. The amendment passed. Voting yes were Barry, Linehan, Lindo, Garcia, Dempsey, Murphy, Terry Collins, McAlister, Dito, Fagan, Flippin, Schmidt, Duane Collins, Parenti and Chignell. Voting no were Novello and Woolard. The original motion then passed. Voting yes were Barry, Linehan, Lindo, Garcia, Dempsey, Murphy, Terry Collins, McAlister, Dito, Fagan, Flippin, Schmidt, Duane Collins, Parenti and Chignell. Voting no were Novello and Woolard.

The meeting was then adjourned at 6:47 p.m.

Respectfully submitted,
Gerald J. Schmidt
Secretary

Gerald J. Schmidt

Dear Mr. Schmidt:

This is to acknowledge receipt of your letter to Chairman Clarence Thomas, dated December 6, 1984. You requested a review of the case involving the City of San Francisco (Police Department) as it pertains to an existing consent decree.

By copy of this letter, I am referring your inquiry to the U.S. Department of Justice, Civil Rights Division, 10 Pennsylvania Avenue, N.W., Washington, D.C. 20503. The Department handles civil rights litigation matters, including consent decrees, involving public employees such as the San Francisco Police Department.

Sincerely,

Francisco J. Flores, Jr., Director
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Office of Program Operations

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SAN FRANCISCO POLICE OFFICERS' ASSN.

BULLETIN

#85-1
January 2, 1985

B
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T
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TO: All Members
FROM: Paul Chignell, President
Bob Barry, Overtime Committee
RE: Overtime Payment

The following overtime schedule represents the current status of all overtime presently being distributed, submitted for payment or not submitted yet.

	Pay Period Ending Date	Submitted to Controller Date
REGULAR OVERTIME	12/11/84 12/25/84	12/28/84 Not Submitted Yet
EXTENDED WORK WEEK (EWW)	11/13/84 11/27/84 12/11/84	Checks to be distributed on or about 01/07/85 " " Not Submitted Yet
HOLIDAY	11/27/84	Checks to be distributed on or about 01/07/85
MOVIE DETAIL	11/13/84 11/27/84	To be submitted to controller on 01/04/85 " "
49ER OVERTIME	10/16/84 10/30/84 11/13/84 11/27/84	" " " " " " " " " " " " " " " "
TRAINING	10/30/84 11/13/84 11/27/84	Checks to be issued by 01/07/85 Checks to be issued on or about 01/07/85 Not Submitted Yet

Despite the problems that the payroll division has experienced, it is quite apparent to us that one primary factor for the delay in Movie Overtime is the fact that the movie companies have not submitted their funds to the department in a timely manner.

As of 12/26/84, the balance on hand in the movie account was only \$7,975.00. The balance in the 49er account was \$14,707.00. Additionally, some overtime rolls, such as S.F. General Hospital, have been submitted weeks after the work is performed, causing untimely delays in payment.

New procedures are now being developed to ensure that all stations and details submit their overtime rolls in a consistent and timely manner. We will continue to monitor the overtime and work with payroll until we are back on line.

SAN FRANCISCO POLICE OFFICERS' ASSN.
881-5080 510 - 7th St., 8/4 P., M/F

SAN FRANCISCO POLICE OFFICERS' ASSN.

BULLETIN

#85-2
January 3, 1985

To: All Members
From: Paul Chignell, President

United States District Court Judge Robert F. Peckham has issued a preliminary injunction prohibiting the Civil Service Commission and the police department from utilizing the 0-0-100% weighing system for the Q-50/Q-35 promotional examination.

The motion for preliminary injunction was brought by POA attorney Ralph Saltsman on September 21, 1984 and had been under advisement since that time. Judge Peckham recognized in this order that the Civil Service Commission violated Civil Service rules in resetting the weights in June of 1984 after those weights had been set eight months earlier.

In June Attorney Saltsman received a temporary restraining order from the State Superior Court. The case was removed to the Federal Court by the City Attorney. In this order granting the POA's request, the court retains jurisdiction over the case and specifically observes that the rights of minority candidates and non-minority candidates must be protected.

In a related order the court denied a Public Advocates request to hold the city in contempt for failing to reach hiring percentages for minorities and women called for by the Consent Decree. The court stated that the city had expended a good faith effort.

A conference will be conducted on January 14, 1985 between the court and attorneys to discuss further litigation on these issues.

TO: ALL ASSOCIATION MEMBERS JANUARY 3, 1985 #85-3
FROM: HENRY FRIEDLANDER, CHAIRMAN ELECTION COMMITTEE

NOMINATING COMMITTEE REPORT FROM THE BOARD OF DIRECTORS MEETING OF TUESDAY, DECEMBER 18, 1984.

The following nominations were made either by writing or from the floor of the General Membership Meeting:

- OFFICE
- PRESIDENT Bob Barry
Robert F. Bernardini
Gerald Schmidt
- VICE-PRESIDENT Ron Parenti
Theodore Schlink
Duane Collins*
- TREASURER Dan Linehan*
- SECRETARY Sherman Ackerson*
- CO. A (Central) John Goldberg*
- CO. B. (Southern) Mike Keys*
- CO. C (Potrero) Leroy Lindo*
- CO. D (Mission) Ed Garcia*
- CO. E (Northern) Tony Novello*
- CO. F (Park) Mike Dempsey*
- CO. G (Richmond) John Ehrlich
James Murphy
- CO. H (Ingleside) Lindsey Suslow*
- Vote for one (1) Gerald Doherty*
- Co. I (Taravel) Ben McAlister*
- CO. K (Traffic) Roy Sullivan*
- HEADQUARTERS Tom Del Torre*
- TACTICAL Don Woolard*
- INVESTIGATIONS Alex Fagan*
Phil Dito*
- MUNI TRANSIT Tom Flippin*
- RETIRED James Cole*

*represents an unopposed seat

The annual Election shall be held on Monday, January 28 through and including Friday, February 1, 1985.

Further election information to follow.

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AROUND THE DEPARTMENT

by Bob Fitzer

The holidays are over now and hopefully yours were enjoyable, or you at least got some time off to be with friends and family. I saw a lot of Christmas spirit by some of our guys; FRANK PALMA (CO. D) and Santa, handing out candy canes on Mission street; DAVE KRANCI (Co. F) passing out McDonalds watches on Haight street. Our public image needs little boosts like that every now and then.

Speaking of giving things away, a local paper is going to give out \$1,000 a month to deserving officers that are "nice." it won't be for 26 captains commendations or anything like that, but rather the officer that takes the time to help the little old ladies of this world. Maybe they are trying to tell the department something, maybe there is too much emphasis placed on aggressiveness in the academy and FTO levels that we are turning out a whole new breed of cop. Think I'm wrong? just look at the waiting line at the Chief's and Police Commission door for hearings. Now the people of the city are resorting to cash prizes if a cop will be nice.

And talking of money, I know its tight, but who is that "downtown" officer kidding riding with a dummy in the car so he can get through the bridge and commute lane free.

Officer Liane SCARSELLA, (Co. A-FTO) is off to a great start in her career. Her father just bought a fishing boat down on the wharf, edging out fellow bidder C. Murphy.

STEVE JOHNSON (Chiefs office) and wife are

celebrating their first, a girl, as are MARK HAWTHORNE (C S I) and spouse with a son. Have him join the Fire department Mark!

In the case of Jerry DeFilippo: Happiness really is being a grandparent. On Dec. 12th, 1984, at 9:10 am, Jerry Jr. (of Co. K) and his lovely wife Debbie were delivered of 9 lbs. 11 oz., 22 inch Joseph Fancesco DeFilippo.

RICH ANDREWS and ROGER WEAVER, (Co. C) a couple of computer hacks are organizing a group to share computer secrets, so if you have an Apple system you can get in the group. The prospects are limitless they say, as is the penalty says the FBI, only kidding guys...

Our off-duty job of the month goes to Insp. HARRY WALWYN (Burglary Det.) Harry is H&R Blocks newest tax preparer, EH, EH! Kelvin Brown look out.

If you haven't heard or noticed by now its election time again in the POA. The candidates running are all qualified (I hope) and each is a true politician but you will have to decide which one really has the interests of the working cop at heart. I have to admit I am a bit prejudiced in this contest as I have known and worked with Gerry Schmidt ever since he joined the police department. I was his first FTO believe it or not. (Yes, I'm partially to blame) Gerry has been working with and for the POA since then and if ever anybody deserved a chance at the presidents job its him. Hell, he's over at the office all the time anyway so why not elect him so we can get a full time replacement up here in the Crime Lab.

OPEN LETTER TO JUDGE PECKHAM

I recently had the privilege of becoming a dad for the first time and I'm already looking forward to reading my young daughter the old classics involving the three bears and the girl with the golden locks since I never could remember how they ended and one never knows what books might be on the next promotional scope.

I do, however, remember the ending to a story that my father once told me and it was definitely not a fable. It had to do with a group of soldiers during World War II who had been on the front line in battle for days, suffered numerous casualties and had nothing left for the enemy to take from them except their pride.

When the enemy requested their commanding officer surrender, he returned a brief yet courageous response, "Nuts!"

Obviously the plight of the candidates who participated in the sergeant/inspector examination (year ago already?) is not as serious as that of the doomed soldiers but the principle remains the same — integrity.

How can you honestly propose a "resolution" that blends scores beyond the original intent of the testing process and still expect the members of our department to feel proud of their accomplishments as professionals?

How can you honestly expect the members of our department to agree to a "resolution" that opens the door to future "agreements," to future "compromises," to future "give-ins" and still maintain their integrity?

Maybe you can legally justify your actions now, but had you ever served in the military I sure would have dreaded being under your command when the going got tough!

Officer Steve Johnson

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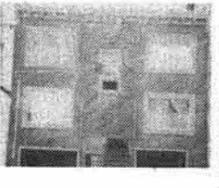
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SAN FRANCISCO

Fellowship of Christian Peace Officers

by Pat White Academy

Starting out the new year with resolutions (a determining or deciding) seems like a personal choice and it seems to me that goal setters are generally better at making and keeping their resolutions than are people who don't.

While listening to a sermon near the new years it became clear that there are many desires, aspirations and goals that end up as meaningless unless they are done for God.

In the book of Ecclesiastes Solomon (or the unknown author) talks of many things of life. The book is excellent in asking and answering "what is life all about".

Solomon starts the book by saying "In much wisdom there is much grief and increasing knowledge increases pain." It is my belief that Solomon isn't saying don't seek wisdom, don't try to better yourself, what I think he is saying is, seek wisdom and knowledge for the Lord and for His (and then your) use. Is there truth in this??? Ask yourself if you have ever seen anyone that was extremely intelligent but is unhappy, autocratic, alcoholic or difficult to get along with.

Solomon goes on to talk about how he drank wine, was successful in business, had plenty of gold but hated life because it was meaningless. That description fit me to a tee before I had a personal relationship with Jesus. I had a house in Orinda, a new sports car, money in the bank and a couple of fairly nice looking girlfriends. It was all meaningless, it was a facade, a game. Like Solomon said, I wasn't happy with money (or anything else) all I wanted was more. If you've seen what I'm driving you know the car is gone, the girlfriends have been replaced by a beautiful wife and daughter and possessions as a whole have been put in their proper perspective. The money in the bank has been replaced with bills and I have never been happier in my life. The reason is because God has shown me REAL happiness.

Look around and see if you or someone you know fits that description and see if they are really happy, really content or are they playing the world's game. If you are not really happy, really content (not just faking it), I'm always open to talking about my favorite subject — Jesus; and what he has done in my life; and what he can do in your life.

'I Truly Care'

Cop Goes Caroling In the Tenderloin

By Birney Jarvis

Patrolman Chris Killough pulled his squad car to the curb outside a Tenderloin hotel, and you could almost feel the tension oozing from some loiterers.

While the lawman parked, a couple of sleazy characters seized the opportunity for a discreet duck around the nearby corner of Eddy and Taylor.

The street people watched furtively as Killough climbed out of the black and white and adjusted his gunbelt and baton. Then he reached into the back seat and, in the Christmas spirit, hauled out a beat-up guitar case and a music stand.

Killough, known to his buddies — and to the city's poor — as "the singing cop," walked into the Alexander Hotel to sing and play his guitar for the elderly and disabled residents.

The stocky, mustachioed policeman was not due at work for two hours, he said, but he had his commanding officer's permission to make the charitable pit stop in his cruiser.

"Christmas is a special week," the 36-year-old career cop said "People get lonely this time of year, and I'd like to think that I make things a little better for them."

When Killough is not walking his beat in the Richmond District, he spends much of his spare time working as a volunteer for church-affiliated groups. A devout Roman Catholic, the officer said that mingling with people is part of his mission in life.

"It all started when I was working as a San Quentin guard. I picked up a discarded Bible in a recreation room one day and began reading it. I found a new lifestyle after that," Killough said.

"My regular job is much like public relations, you know. I'm promoting the Police Department. People love to see us on the street, to know that we are there — to see that a cop is something more than just a guy who

gives a ticket."

When Killough, who has been a cop for four years, started his weekly visits to sing and play Christmas carols at the Alexander, the appreciative audience immediately let him know they loved having him on their special beat.

"I think it's wonderful that he comes here. I don't know him, I've never met him, but he looks like a good man," said 70-year-old Lillian Scannell, who was born in Bernal Heights and "makes the best of" her life at the Alexander.

The hotel's residents, all races and creeds, muster in the recreation area on the mezzanine floor every week to receive milk donations from the St. Anthony Foundation — and, of late, to soak up Killough's music and enthusiasm.

"It's really great since he's been coming here," said Lucia Mendoza, 50, a tenant of four months. "This gets people out of their rooms, so they can really enjoy themselves. He does a lot for the people here, their morale, you know."

For the benefit of newcomers, Killough explained how he happened to be there: "I went to St. Anthony's to work as a volunteer, expecting to wash dishes or sweep the floor. They found out I could sing a little, and strum a guitar, and, well, I've never had to wash a dish yet." The pensioners laughed appreciatively.

After a rousing singalong rendition of "Deck the Halls," Killough bid his audience good-by, folded up his music stand and replaced the guitar in its case.

Back in the patrol car, Killough dabbed at wet eyes, and confided, "You know, I'm not that great a singer or guitar player, but these beautiful people, the kids I visit, they know this is my way of showing them that I truly care."

"It takes so little effort to produce those happy faces you saw. Isn't that something?"

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LETTERS

Thanks

January 2, 1985

Mr. Paul C. Chignell,
President
San Francisco Police
Officers' Association
510 Seventh Street
San Francisco, CA. 94103

Dear Paul,

I want to thank you and the members of the San Francisco Police Officers' Association for the endorsement of my candidacy for re-election to the State Senate. I am extremely grateful for your support and know that it helped in my great victory in San Francisco and Marin.

Please be assured of my deep appreciation and my continued concern for the welfare and safety of my constituents.

I look forward to continuing to work with the San Francisco Police Officers' Association in the next four years.

Thanks

26 December 1984

Mr. Con Murphy, Chief
Police Department
850 Bryant St.
San Francisco, CA 94103

Dear Chief Murphy:

I'm writing to praise one of your officers, Peter R. Maloney. Recently I had the sad experience of having my car stolen twice in the same week. Officer Maloney took the report on the second theft, and when the car was recovered he went out of his way to help me with the details of retrieving the vehicle and dealing with the tow, etc. The fact that this recovery occurred on Christmas Day only made Officer Maloney's kindness and thoughtfulness the more striking.

As we waited for the tow truck to arrive, we had a chance to talk together. Like many San Franciscans, I haven't had many chances to talk to a

police officer outside of the sad occasions of a traffic ticket or another misfortune. I was struck by Officer Maloney's intelligence, his articulateness, and his professionalism. He seems to do his job with both firmness and sensitivity, and I was struck by how decent a person he seemed. I couldn't hope for a better kind of officer in our Police Department. I thought you'd like to know one citizen's good experience, since no doubt you hear more often from people with complaints rather than praise. I hope you'll transmit this letter to Officer Maloney's immediate superior, so that become part of his person-

nel file.

With best wishes in this holiday season,

Sincerely,

Richard Terdiman

Thanks

December 7, 1984

Mr. Paul C. Chignell
President
San Francisco
Police Officers
Association
510 Seventh Street
San Francisco, California
94103

Dear Paul:

Thank you for your letter of November 13, 1984 extending your congratulations for my re-election to

the Board of Supervisors and election as its President for the next two years.

Many crucial matters will be coming before the Board during that time which will have a major impact on all of our lives. You can rest assured that I will work together with my colleagues in a cohesive and productive manner for the benefit of our city.

I appreciate your taking the time to express your support and please do not hesitate to contact me or my staff if we can be of assistance to you in any way.

Sincerely,
John L. Molinari

continued from page 1

being submitted to the Superior Court.

**SUPERIOR COURT OF CALIFORNIA,
COUNTY OF SAN FRANCISCO**

**SAN FRANCISCO POLICE OFFICERS'
ASSOCIATION, et al.,**

vs.

**CITY AND COUNTY OF SAN FRANCISCO,
et a.,**

Petitioners,

Respondents.

No. 822-331

**DECLARATION OF ROBERT
BARRY IN SUPPORT OF
PETITIONERS' MOTION FOR
CLARIFICATION OF SEPTEMBER 6, 1984, ORDER OF THE COURT**

I, ROBERT BARRY make the following declaration:

1. I am a member of the San Francisco Police Officers' Association (SFPOA), a named party-petitioner in the above-entitled action, and have been designated as a representative of the SFPOA to participate in meetings with representatives of respondents CITY AND COUNTY OF SAN FRANCISCO, JOHN FARRELL, Controller for the City and County of San Francisco, and CORNELIUS P. MURPHY, Chief of Police for the City and County of San Francisco Police Department (CCSF), on the issues of the implementation of the CCSF-proposed eleven-day paycheck delay program.

2. In the capacity of SFPOA representative, I attended six meet and confer sessions, held on September 20, October 1, October 9, October 15, October 22 and October 26, 1984.

3. During these six sessions, discussions involved the purpose and advantages of CCSF's proposed conversion to a different payroll system, together with employees' reluctance to authorize CCSF to hold employees' paychecks for eleven calendar days without some form of compensation.

4. One of the communication problems during all of the six sessions with CCSF representatives involved the question of authority to negotiate a resolution of the dispute; specifically, it was not made clear to me as representative of the SFPOA whether or not CCSF's representatives meeting with us had authority from the San Francisco Board of Supervisors to reach an agreement on all issues involved in the meet and confer sessions.

5. Following the last formal meeting on October 26, 1984, I am aware that Attorney David Clisham has engaged in informal discussions with CCSF representatives in an attempt to resolve all of the issues involved in the payroll conversion/eleven-day paycheck delay program. As these information discussions are continuing, I have not recommended that an impasse be declared so as to obtain the services of a mediator, fact finder or arbitrator to assist in resolving the outstanding issues.

6. Attached as Exhibit A to this declaration is a true and correct copy of a December 3, 1984, letter from Deputy Sheriff's Association attorney DAVID P. CLISHAM describing the status of negotiations on that date and specifically setting forth employees' organization reaction to an October 31, 1984, letter which expressed a rejection of all employee organization proposals in the area of compensation for the eleven-day paycheck delay.

7. Attached as Exhibit B is a true and accurate copy of a December 7, 1984, letter from CCSF representative

attorney DENNIS P. RUEL to Supervisor JOHN MOLINARI, Chairman of the Board of Supervisors' Civil Service and General Administration Committee. Mr. RUEL's December 7, 1984, letter specifically requests instruction from the Board of Supervisors for direction in the manner of proceeding in regard to these negotiations.

8. I have never been informed that CCSF's representatives are unwilling to schedule additional meetings to try to resolve these important issues effecting almost the entire employee work force in San Francisco. At the same time, informal discussions are continuing; although it is not clear when the issues will be resolved, the fact of open communication makes it extremely likely that the issues will be resolved soon.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct to the best of my knowledge.

Executed this 3rd day of January, 1985, in San Francisco, California.

Dec. 3, 1984

Dennis Ruel
Board of Supervisors
City and County of San Francisco
Employee Relations Division
507 Polk Street, Suite 320
San Francisco, CA. 94102

Re: City-Proposed Eleven Day Paycheck Delay Program

Dear Mr. Ruel:

This letter is directed to you on behalf of the City and County of San Francisco employee organizations named below for the purpose of clarifying the status of negotiations over the City's implementation of the plan to delay paychecks for eleven calendar days.

Although employee representatives anticipated that the issue of fair compensation for the delay would be negotiated in good health, recent correspondence from your office (copy enclosed) indicates a total rejection of any compensation or interest to employees and a refusal to present the "tentative agreement" (copy enclosed) to the Supervisors.

We are all aware as you are that the City intends to implement a uniform payroll system which will delay employees' receipt of their paychecks a full eleven (11) calendar days from the present system.

Many City departments have implemented the delayed payment system; the paycheck delay was halted by Court order on September 6, 1984 in the Police and Sheriff's Departments on the petition of the San Francisco Police Officers' Association (POA), joined by the Deputy Sheriffs' Association of San Francisco (DSA); the City was also ordered to meet and confer with the POA and the DSA prior to implementing the delayed paycheck schedule in those departments.

Since September 20, 1984, six meetings have been held. City representatives included Jane Irwin and Julian Rhine from the Controller's Office, Jerry Spain from the City Attorney's Office and yourself, from the Employee Relations Division of the Board of Supervisors of the City and County of San Francisco. POA and DSA representatives were joined by representatives from the San Francisco Firefighters Local 798, Service Employees International Union Locals 390/400, 250 and 535 and Professional and Technical Engineers, Local 21, altogether speaking for approximately 75-80 percent of all City and County of San Francisco employees.

As you well know, every City employee is or will be

directly affected adversely by the paycheck delays; there is thus widespread, keen interest in the outcome of these negotiations. Employee organization representatives have made it clear from the beginning of the meetings that agreement could be reached quickly on the paycheck delay program as long as equitable compensation was afforded City employees for the delay — by way of interest on the money held, a one-time change in pay rate or other such arrangement. It only seems fair for the City to negotiate a method of compensation in exchange for the ability to hold employee's paychecks for eleven calendar days.

Since the beginning of the meetings, employee organization representatives insisted on meeting with official City representatives vested with authority to negotiate in good faith. It became increasingly clear, however, that in spite of your association with the Employee Relations Division of the Board of Supervisors, you did not purport to be the Board of Supervisors' representative on the question of compensation. You have insisted that the purpose of the meetings is to negotiate the payroll delay, but not employee compensation by the City for holding employees' money. You continue to inform the employee organization representatives that they must make a proposal directly to the Board of Supervisors on interest and not through you, their representative.

At the conclusion of the last meet and confer session, on October 26, 1984, employee organization representatives worked out a "tentative agreement" with City representatives, including yourself, on the question of interest payment. Employee representatives accepted City representatives' proposals as contained in the October 24, 1984 letter, with the hope that the entire matter could be resolved quickly. The meeting concluded with the understanding that the respective parties would seek ratification of the "tentative agreement" from their principals — you from the Board of Supervisors, employee organizations from their respective governing bodies.

Employee representatives were therefore shocked upon receiving your October 31, 1984 letter. Not only does the letter indicate a total of rejection of compensation or interest, the only major issue in the negotiations, but there is no reference whatsoever to your having sought ratification from the Board of Supervisors. Employee organizations are thus faced with lack of good faith both in the substance of negotiations — reneging on the question of compensation — and in the negotiation procedure — failure to seek ratification from the Board of Supervisors after having agreed to do so.

If it is your position that employee organizations should deal directly with the Board of Supervisors in negotiating a settlement of this issue, please so inform us in writing. We will then proceed to ignore the Employee Relations Division as irrelevant to the negotiation process.

We are anxious to conclude this matter as quickly as possible so as not to interfere with upcoming contract negotiations between the City and employee organizations. Please advise.

Sincerely
SAN FRANCISCO POLICE OFFICERS' ASSN.
DEPUTY SHERIFF'S ASSOCIATION OF
CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO FIREFIGHTERS' LOCAL 798
SERVICE EMPLOYEES' INTERNATIONAL
LOCALS 390/400, 250, 535
PROFESSIONAL AND TECHNICAL ENGINEERS
LOCAL 21
BY: DAVID P. CLISHAM
CARROLL, BURDICK — McDONOUGH



For additional information
Phone PAL 567-3215

POLICE ACTIVITIES LEAGUE

by Herbert P. Lee
Executive Director



PAL PEE WEE BASEBALL SIGNUPS

PAL Pee Wee Baseball signups are scheduled for Sunday, February 24, 1985 and Sunday, March 3, 1985, 10 am to noon at Larsen Park, 19th Avenue and Ulloa. Boys and girls 7 through 10 interested in planning PAL Pee Wee Baseball from April through June must report for signups and team placements. Boys and girls already on teams need not report. Mr. Stan Chiarucchi is the newly appointed Director of the PAL Pee Wee Baseball League. A profile on Stan will be published in next months column. Mrs. Thelma Williams, founder of the League and its Director for the past 25 years, will assume the title of Honorary Director, and will continue to offer her voluntary services to the children of San Francisco. Our heartfelt thanks to Mrs. Williams for her untiring efforts in helping the boys and girls of San Francisco into baseball, many of whom go on into high school and professional baseball.

PAL BOY AND GIRL OF THE YEAR DINNER

The PAL Boy and Girl of the Year Dinner is scheduled for Thursday, January 24, 1985 at the Cathay House Restaurant located on the corner of California and Grant Avenue in Chinatown. The buffet dinner will begin at 7 pm. This is the night in which the PAL honors all the boys and girls who participated in the many sports and activities during the past year. Selectees will come from sports and activities such as: baseball, basketball, football, soccer, boxing, judo, fishing, law enforcement, pistol, rifle, sailing, softball, and track and field. From these selectees will be chosen the captain August Steffan Athlete Scholar Memorial Award, the Senator Eugene McAteer Sportsmanship Memorial Award, the Jack and Beverly Immendorf PAL Girl of the Year Perpetual Award, and the Sgt. James J. Hegarty PAL Boy of the Year Perpetual Award. Trophys and plaques will be presented at the dinner. Tickets are \$6.00 per person. Cal PAL Headquarters 567-3215 for tickets. The public is welcome.

PAL JUDO AND BOXING

PAL Judo and Boxing signups are held yearround. All interested boys and girls 7 through 18 are to contact Officer Joe Mollo at the old National Guard Armory, 14th and Mission Sts., 552-7495 for signups and further information.

PAL LAW ENFORCEMENT CADETS

The PAL Law Enforcement Cadets continue to meet each Tuesday 7 pm in the 6th floor Auditorium of the Hall of Justice, 850 Bryant Street. Any boy or girl in high school who may be interested in further information are to call PAL Headquarters 567-3215. The Cadets volunteer for many SFPD and PAL related activities. In addition, many social activities are planned. Twenty PAL Cadets will participate in a beginners Ski Trip at Donner Ski Ranch this month. A complete report including pictures will be in next months column.

PAL FLOAT AGAIN ENTERED IN CHINESE NEW YEAR PARADE

The PAL Float will again be entered for the third time in a row in the Chinese New Year's Parade to be held on Saturday, March 2, 1985 in San Francisco's Chinatown. The Float, winner of two previous First Prizes, is currently undergoing a major revision which, when completed, will make it a truly magnificent entry. A crowd of 400,000 spectators is expected in this year's parade, which is the Year of the Ox. The PAL Cadets will again be entered as a marching unit. They will be combined with Cadets from throughout Northern California. TO ALL OUR READERS: Should you see us in the parade, please yell out PAL. We will acknowledge you.



PAL Cadet Leslie Foster with one of the patients in the Shriners Hospital. The occasion was a surprise Christmas Party sponsored by the San Francisco Police Department and Fire Department. Foster assisted in serving the refreshments.



PAL Cadets (left to right) Jenni Taguas, Sgt. Michelle Tassio, Cadets Luz Garcia and Leslie Foster.



Deputy Chief Richard Trueb took time to help make the Christmas Party at the Shriners Hospital a success. Members of the Fire Department helped co-host the event.

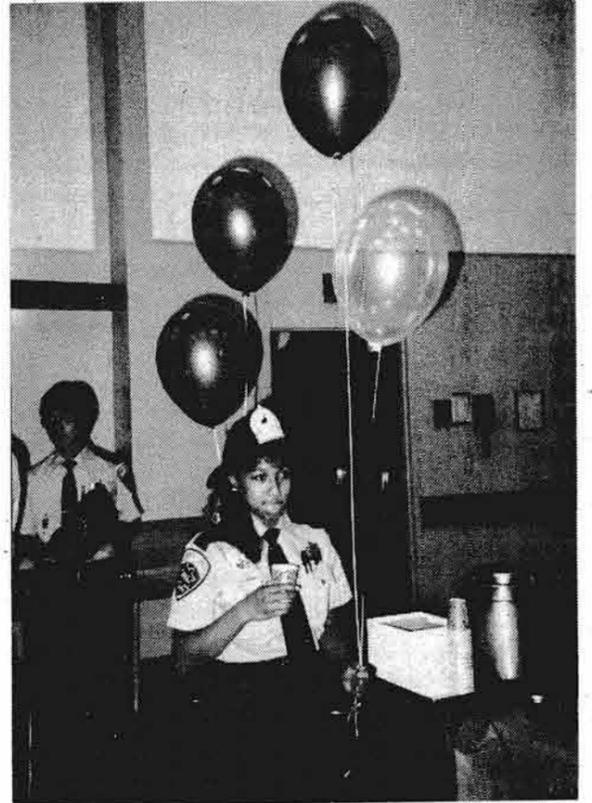


Another PAL Cadet helping out at the Christmas Party is Cadet Lt. Greg Yee. The Cadets were instrumental in making the party a success. Officer Sandi Gallant helped plan the party.



Director of PAL Cadets Ernie Galaviz (center), in presenting prizes won in a drawing during the last Cadet meeting of 1984. Senior PAL Cadet Anita Nuno (left) won a teddy bear with a plant and Cadet Sergeant Rafael Cabrera won a turkey. The prizes were donated by Ernie Galaviz.

(photo by Herb Lee)



PAL Cadet Jenni Taguas with a barrage of balloons for the children at the Shriners Hospital.



On the last PAL Cadet meeting of 1984, Director Ernie Galaviz called for a moment of silence in honor of the spirit of Christmas. A few Christmas Carols were sung by the Cadets with a lit candle being passed from Cadet to Cadet.



PAL Cadet Sergeant Rafael Cabrera is shown singing a Christmas Carol while holding a candle. Cabrera also won the drawing of a Turkey. In addition, Cabrera was chosen by Director Ernie Galaviz as the outstanding Cadet of 1984. Congratulations. Cabrera will be receiving his Plaque at the PAL Boy and Girl of the Year Awards Dinner March 2, 1985.

(photo by Herb Lee)



Another trio of singers were (left) Coach Sue Pethman, Anita Nuno, and Julie Torres.

SPORTS

NEW YORK, NEW YORK!.. TO HELL AND BACK!

by Bill Cooke, Co. A

Back on October 26th, a SFPD contingent consisting of Chief Murphy and his wife, Coach John Payne-Co. E, runners Mike Mahoney-Co. C, Lou Perez-Co. D and myself, embarked on a flight to New York, the "Big Apple," for the running of the 1984 New York City Marathon. Besides any personal goals, our mission was to challenge the NYPD's top marathoners to a team race. This challenge idea had been originated by the Chief himself, when viewing the New York Marathon a year earlier. The Chief picked the competitors by using the San Francisco Marathon as a qualifier, which was held a scant 8 weeks prior to New York. Besides the honors of competing, the runners had the incentive of knowing they'd receive 4 days detailed to New York, plane fare and lodging costs, along with quality Adidas warm-ups. Much of this cost was funded by the 'Friends of the Police Foundation', and to them I give thanks. Also, Channel 4 gave excellent coverage of our S.F. Marathon training, as well as race day updates. So, with all that behind us, we left early Friday morning filled with adrenaline and discussions of race strategy.

Just 30 minutes into our flight, Mike and I were surprised by the stewardess who asked, "Aren't you the cops running the New York Marathon?" Completely preplexed, we asked how she knew. She then showed us a copy of the New York Post which had an article about the challenge race, complete with our pictures. On top of that, she said "Celebrities drink free," whereby we immediately began carbo-loading on cold beers. Now our heads were starting to swell when other passengers started asking us questions and wishing us well. Upon arrival in New York the VIP treatment continued with two plainclothes officers chauffeuring us to our Manhattan hotel and dinner afterwards. Unlike locally, the whole city of New York gets up for the race. Banners hung throughout the city wishing runners well.

Special 'runners' meals were on restaurant menus and 'Marathon' drinks in the bars. It seemed everyone was either a runner, was going to work as a volunteer, or watch the race.

The morning prior to the event we were invited to participate in a special foreign athlete friendship jog which was held in the fashion of the Olympics, complete with placards. It naturally started at the United Nations building and ended at a catered brunch inside Central Park.

The morning of the marathon we were chauffeured to the Verazano Bridge starting line where we met with the 10 NYPD runners. After exchanging pleasantries we agreed to meet afterwards for celebrating. The starting cannon went off at 10:30 am and 18,000 plus runners began a journey through hell. The temperatures during the day rose to 75 degrees and combined with the humidity reading at 97%, creating a dangerous environment for such a physical event. Within 2 miles, Mike and I were drenched in sweat. At 7 miles, we saw people walking! With 19 miles left, people were walking! Any thoughts of record times had to be abandoned. All we were concentrating on was survival. Lou had fallen back early due to a bum knee. Mike and I ran side-by-side giving each other reassurance for the 1st 13 miles. At that point I decided to slow down more for self-preservation. Mike continued on and eventually caught up to one of the NYPD runners. While running this race, the crowd which was 20 people deep, rooted relentlessly throughout for all the competitors. Recognizing my SFPD jersey, people would cheer and yell, 'Go San Francisco!' It gives you chills with so many people screaming for you. At times when I wanted to stop, I wouldn't dare because someone had just yelled, 'Come on SF, try to beat the NY cops!' I refused to stop running thru Harlem but more for the subtle threatening comments. Throughout the 5 bur-

roughs, people would be offering orange slices, tissues, wet sponges, anything they thought could comfort the runners. Kids would run alongside just to slap hands with you. Because of fatigue, the race seemed to take an eternity, but finally came to an end in Central Park. The last 5 miles had spectators almost blocking the street trying to see and root for the finishers. It's almost like a part of the crowd tries to experience the pain and/or joy of each survivor. Survivor is the accurate word to use in this case. Just look at some of these facts:

1)—18,000 runners started ... over 4,000 did not finish. That's almost 25% of the field. Unheard of even in marathons.

2)—Over 200 ambulatory cases as compared to 9 the year previous.

3)—The 1st death in the history of the New York City Marathon.

4)—The winner had to come to a dead stop 8 times during the last mile. His time was almost 6 minutes off course record. (An enormous amount when dealing with world-class marathoners.)

5)—1983 winner and prerace favorite, Rod Dixon, had to drop out at the 19 mile mark.

One horror story after another erupted from the finishers. Mike Mahoney, who finished in tears, fell flat on his face at mile 22 because his leg muscles cramped and upon finishing needed John Payne's assistance to leave the chute area. Lou Perez had knee problems early and had to limp thru the race. All three of us set records for our worst performances. Nevertheless, the NYPD competed under the same horrid conditions and their accumulated time beat us by 12 seconds... TWELVE LOUSY SECONDS! DAMN!

Celebrating afterwards was subdued but cheerful, reliving and sharing our various painful experiences.

On the plane ride home, none of the stewardesses recognized us. So much for celebrity status.



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SPORTS

BASKETBALL NEWS: PBTF REMAINS UNDEFEATED

With the 10th annual SFPOA Basketball League coming to an end, the playoff picture is starting to brighten. PBTF appears to be the favorite, as the addition of Dale Allen seems to provide the board strength that the team lacked last year. Joining Dale in the lineup are Kurt Bruneman, Matt Hanley, Andy O'Mahoney and Jeff Barker. The surprise team of the year is Charley Mahoney's Ingleside Station. Ingleside supports a small quick offense which is led by league leading scorer, Ben Spiteri. Despite losing Ed Anzore to Mission Station, Ingleside carries a 7-1 record into the final two weeks of the season.

Central Station, which was a pre-season favorite to go undefeated has a record of 6-2, but appears to be getting stronger going into the playoffs. Gerry Calgaro is once again the backbone of the offense and is well complemented by Ed and Tony Rodriguez. The final two playoff spots seem to be up for grabs between CHP (6-3), Airport (3-4), and Mission Station (3-4). Rounding out the bottom of the East Division are two teams worth mentioning. The Inspectors are a strong competitive team, despite their 0-7 record. The team is led by the inside play of "hook" Huegle and the outside shooting of Phil Dito and Bruce Loren. Coach Huegle relies on Gary Lemos to control the boards, and what the team lacks in youth and speed is substituted by experience. A new team in the League this year is a combination Richmond/Taraval. Coach Joe Finnigan has a lot of talent, and with a little experience of playing together, they'll quickly turn their 0-7 record around.

Leading the Western Division is the mighty Northern Station team. With the inside game of Chow, D'Arcy, and Steve Collins, Northern seems a sure bet to make the final four. Tied for second in the West are Park and the FBI. Park, which defeated the FBI by three points earlier in the season, is led offensively by Joe Curtin and Joe Dutto. "Grumpy" Barnes gets the tough defensive assignments and rebounding chores.

Tac, Southern, and Potrero are battling for the final two playoff spots. The Tactical Division has played the entire season without playmaker Bob Deltorre, and has relied on the hustle of Wayne Smith to fill Bob's shoes. Mike Lawson always plays his fine defensive game and Jerry Donovan supplies the much needed outside shooting. The Potrero team is led by Jerry Langford, who is on his game, makes the Potrero offense unstoppable.

Filling out the cellar spot in the West is the Northern 2 team. Despite their 1-7 record, they are probably the

SFPOA BASKETBALL LEAGUE RESULTS (After 8 weeks)

EAST	W	L
PBTF	8	0
Ingleside	7	1
Central	6	2
CHP	6	3
Airport	3	4
Mission	3	4
Inspectors	0	7
Taraval/Rich	0	7

WEST	W	L
Northern 1	6	1
Park	5	3
FBI	5	3
Tac	3	5
Southern	2	5
Potrero	2	5
Northern 2	1	7

LEAGUE TOP SCORERS

PLAYER	G	FG	FTM/FTA	F	TOTAL PTS
SPITERI(H)	8	65	26/40	12	156
ANZORE(D)	7	60	7/14	18	127
BRUNEMAN(PBTF)	6	47	26/30	11	120
PUTS(TAC)	7	44	30/42	13	118
POWERS(B)	7	45	28/37	7	118
CALGARO(A)	6	52	5/20	15	109
GURINSKY(FBI)	6	43	19/34	11	105
CURTIN(F)	8	41	21/29	9	103
DUTTO(F)	8	41	18/31	16	100
E RODRIGUEZ(A)	8	40	14/18	9	94

most inspirational team in the league. After their victory over Taraval/Richmond, you would have thought that they had won the Super Bowl. The team is coached

by scoring ace Brain Canedo, and relies heavily on the inside threat of Joey McKenna.

NEXT MONTH THE PLAYOFFS

"FERNANDEZ HUNGRY FOR FOURTH TITLE"

Potrero Station Pedro Fernandez a three time Northern California Golden Gloves Champion (1982, 1983, 1984) is on the comeback trail. Now adays when boxers make comebacks they are usually ill advised but the Champion who just made 27 doesn't see it that way.

"After I won the 84 Gloves at the pavilion (CONCORD) me and my trainer thought with me having problems making the jr. welterweight limit (139) that a jump to welter (147) wouldn't be tough, boy what a lesson we learned." Three losses resulted, two were split decisions.

According to Fernandez those losses "haunted" him and "I can't wait to defend the Open 139 lb. title in January," to display my skills in front of a hometown crowd." After the loses Fernandez took a two month vacation and did nothing but run and work out on the

Nautilus machines.

"The weights have filled Pete out and he shows no signs of getting tight, his hand speed remains quick," commented Chris Gomez the man who has guided Potrero Pete since 1982. "When he went to the United States Olympic training Camp for the semi final round of competition to determine the U.S. team for L.A. Peter was in awe, having to fight at that high altitude after training at sea level was hell." With the lows behind him Fernandez readys himself for a record 4th consecutive Golden Glove Title, his confidence back in place and his weighty problems, he should be Champion for another year, only time will tell.

Fernandez hopes for a large SFPD turnout for the return of the Golden Gloves to San Francisco and the Civic Auditorium Jan. 30-Feb. 2, San Francisco Civic Auditorium.

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THE LAST WORD

by Pete Maloney
Editor



When I began active involvement in POA affairs I got to know several men who I had met years before. Two of them are the subject of this month's column.

Bob Barry is running for president; an office he held at the time and gained my admiration and loyalty because of his conduct and ability in the post. One of the rewards for the thoroughly thankless job it can often be is the opportunity to use the power of our Association to help a member or console the family of a fallen officer. Bob in a quiet, personal and sensitive way would respond to unspoken needs from frightened and embarrassed people and never mention it to a soul, but a number of them have.

In his role as an advocate both in the political arena and in defense of officers he consistently showed persistence, professionalism and most importantly results!

Many men in his position would be jealous of their prerogatives but Bob never has been. He consistently sought to boost willing workers to prominence and guided their efforts. Bob attracts people of quality to him and has earned their respect. There just isn't a better man for the job.

Ron Parenti is running for vice president and well deserves the opportunity to serve us in that position. Ron is the incumbent veep having been appointed to serve the unexpired balance of Paul Chignell's term while Paul fills the unexpired term of a man who did us a great favor by allowing Paul to lead us and making Ron's opportunity.

Ron proved his value to us through his long and fiercely loyal service to his fellow officers at Northern Station; ask one of them.

On the Board of Directors as Representative from Co. E Ron's debating skills and singlemindedness in pursuing the important points of an issue have brought clarity and resolution to many thorny problems.

Dedication, loyalty and intelligence make Ron the obvious choice for the responsibility of the office he seeks.

Bob Barry for President
Ron Parenti for Vice President
And that is the Last Word

ON THE STREET/Tom Flippin



DEDUCTIONS

continued from page 1

retain records of these expenditures and expenses in order to verify them should your return be audited by the Internal Revenue Service.

PLANNING

If you have not thought of these deductible items, perhaps you should save this article and make notations during the year of any ordinary law enforcement expenditures that you make in order that you may deduct them when filling out your 1984 return and also in preparing for your 1985 and subsequent tax years.

Jack Rosenbaum

SANTA CLAUS in a bow tie? A call to this desk from the Cadillac Hotel in the tenderloin reports that dapper police inspector Dave Toschi made his annual pre-Christmas visit on schedule with a large bag of goodies for residents "and left before we could even say thanks." It began five years ago when Toschi was working on the case of 91-year-old Walter (Sarge) Kahles, a WW I vet who'd been robbed and badly beaten. Until Sarge's death Toschi visited him regularly at the Cadillac and then extended his gift giving to the other residents.

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